

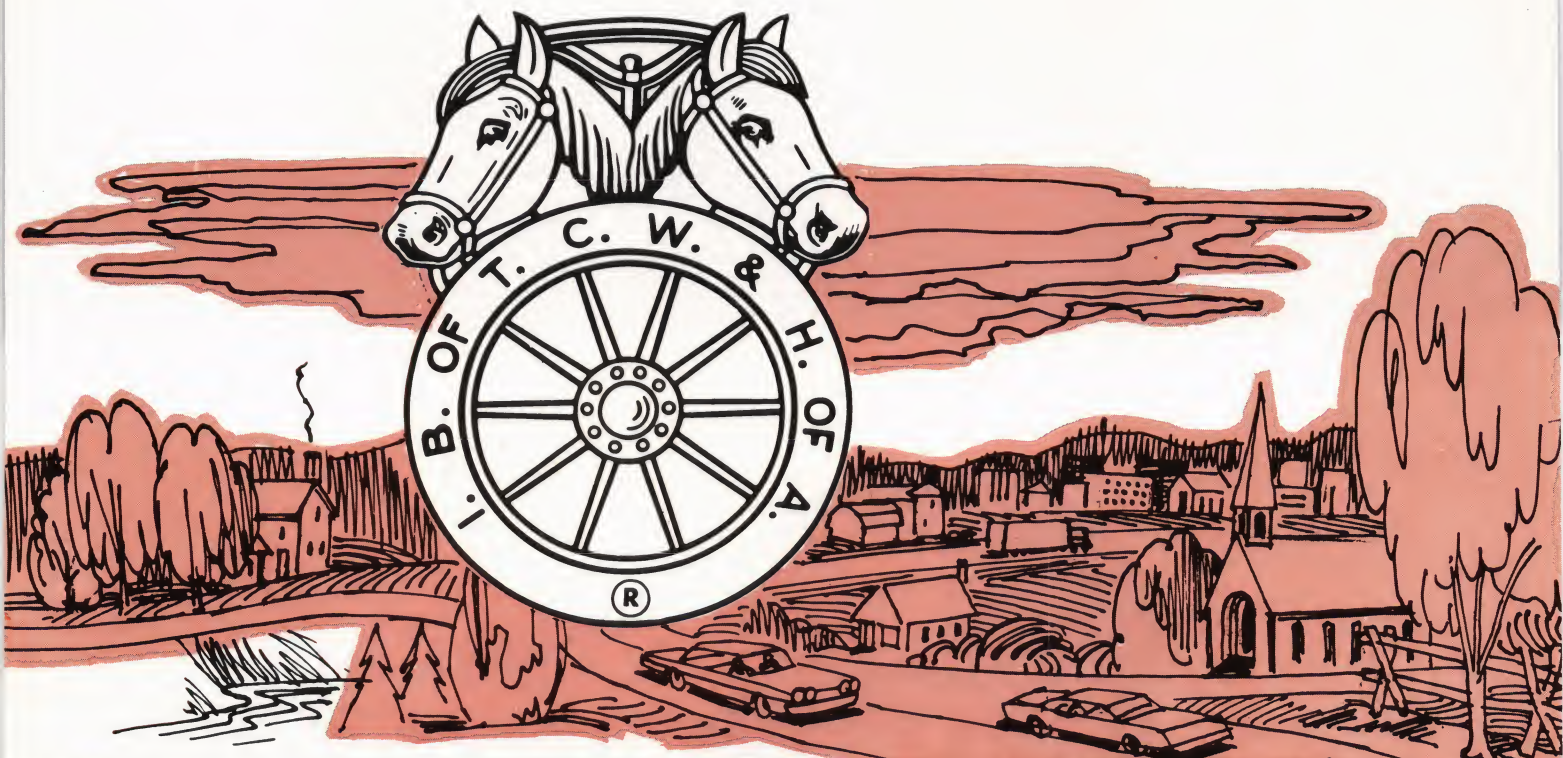
**“Proposed Revisions
In Driver Qualifications
Will Affect You”**

See Special Reports

On Pages 4 and 15

Teamsters Lead Labor in Organizing

See Page 9



LABOR'S PLACE IN HISTORY

WHILE THE SAGA of public employees seeking union representation is most often publicized in major metropolitan areas where there are large numbers of such restless workers, there is a growing ground swell of dissatisfaction in rural areas, too.

Only a few unions—including Teamster affiliates—have responded to public employees in rural communities. Highway workers, deputy sheriffs, sanitation men and others have gone Teamster in many small communities. Meanwhile, the rurally remote reservoir of unorganized public workers continues to bubble energetically.

An illustrative example came to the surface recently in as unlikely a place as the heart of the rich wheat-corn-alfalfa belt—Pratt County, Kansas. At the county seat of Pratt on a hot high noon last August 5th, a dozen deputies and clerks employed at the county courthouse departed for lunch. They did not come back.

Furthermore, the deputies and clerks said they wouldn't return to their jobs until the Pratt County Commission boosted their pay. The walkout followed the failure of the commission to act on a request from the group for wage increases presented at the commission's regular meeting the previous day.

The sudden, spontaneous display of public worker solidarity upset traditionally conservative Kansas. Nothing like this had ever happened on the rolling plains. It was further disconcerting in that elected county officials such as the treasurer and probate judge had helped the disgruntled workers compile a list of prevailing wages for similar work in neighboring county seats. It showed that Pratt County's employees lagged behind the norm. Also, they had been seeking a pay raise for 2 years.

As though to placate the fears of anti-unionists that the Pratt County courthouse was turning into a hot-bed of unionism, some officials were quick to point out that the deputies and clerks had no formal organization, that they had all been on the job long enough to become "good friends."

The natives of central Kansas, nevertheless, were thrown into a tizzy by the courthouse conflict. There were those who sided with the Pratt County Commission which, incidentally, was armed with the right to fire striking employees. There were others who sided with the elected officials who supported the deputies and clerks and, fortunately, retained the power to rehire any who might be discharged.

There was one common feeling prevalent: Oil of some sort should be poured on the troubled waters to discourage the specter of a real union invasion.

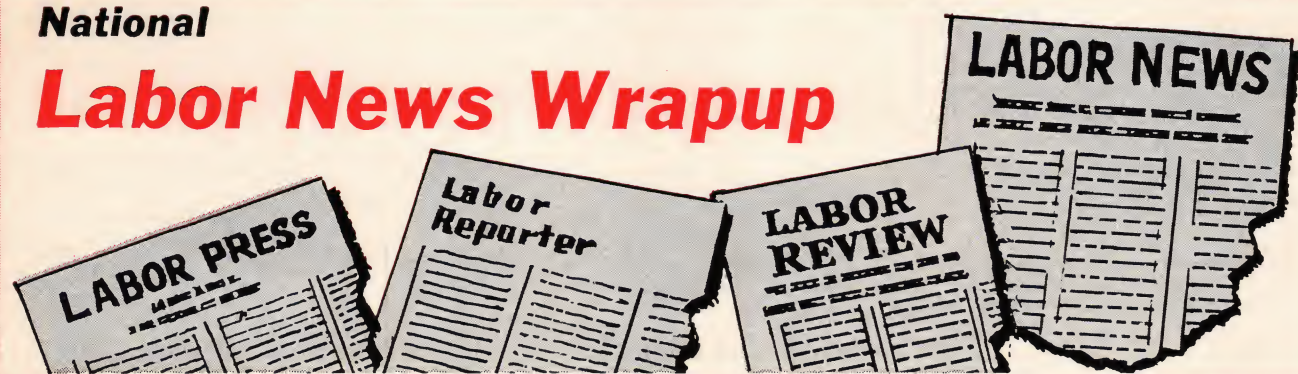
What was all the fuss about? Well, the deputies sought a \$55 monthly pay raise that would bring their annual income to \$4,020—a hair over what the federal government calls the poverty line. The despairing clerks were not as specific as the deputies. Now earning \$3,120 a year at the rate of \$260 a month, the clerks just wanted a pay hike.

Sad to say, the plight of the Pratt County public employee may be easily identified in hundreds of other counties throughout the nation. Shamefully, the toil of public employees in rural areas is even more unsung and unrewarded than their counterparts in the big cities.

And, like the metropolitan public worker, they too hope and wait for a helping hand.

National

Labor News Wrapup



ARLINGTON, VA.—Boyd Leedom, former chairman of the National Labor Relations Board under President Eisenhower, died recently. He served on the Board for 10 years and since 1965 had been a trial examiner.

WASHINGTON, D.C.—George H. Hildebrand, a professor of economics and industrial-labor relations at Cornell University, has been named Deputy Under Secretary of Labor for international affairs. The post is newly authorized by President Nixon.

WASHINGTON, D.C.—The Civil Aeronautics Board says it will review the airlines' pact to provide financial aid when any member is struck. A CAB examiner ruled last March that the agreement among 7 major carriers was not adverse to the public interest. Unions, including the Teamsters, disagree.

MIAMI BEACH, FLA.—S. Frank Raftery recently was reelected to his second full term as General President of the Painters Union. Raftery's election was by acclamation at the Painters convention in Florida.

DENVER, COLO.—A. F. Grospiron was reelected to his third term as President of the Oil, Chemical and Atomic Workers Union at a biennial OCAW convention held in Denver.

WASHINGTON, D.C.—In a Labor Day message, Secretary of Labor George P. Shultz called for a program of improvements for workers, saying: "The nation owes it to her workers to honor them all year by making working life as satisfying and as secure as possible."

WASHINGTON, D.C.—Maywood Boggs, a vice president of the Boilermakers, is the new president of the AFL-CIO Metal Trades Department. He succeeds the retiring B. A. Gritta who stepped down for health reasons.

AKRON, O.—The International Chemical Workers Union is scheduled to dedicate its new headquarters building in Akron in early September. The 6-story structure was named after the late Walter L. Mitchell, ICWU's third president, who died a year ago.

WASHINGTON, D.C.—The Meatcutters have accused the Nixon Administration of taking a "weak and impotent" stand on cleaning up seafood processing plants across the nation. Meatcutters President Thomas J. Lloyd said the Administration is resorting to "false labeling, misrepresentation and gimmickry to sell its weak brand of fish inspection."

FRESNO, CALIF.—A federal district judge dismissed a \$75 million damage suit brought by grape growers against the Farm Workers Organizing Committee, but gave the growers another 30 days to produce evidence that the boycott of table grapes is illegal.

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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

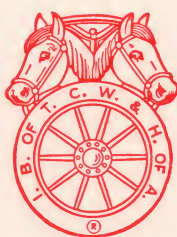
Volume No. 66, No. 9

September, 1969

Locals to Seek National Contract in Air Freight	5
<i>Plans laid at special meeting in Washington, D.C.</i>	
Top Airlines Settlements Won at Pan Am, Western	7
<i>More than 12,000 benefit from IBT negotiations</i>	
Teamsters Lead 1st 6 Months Organizing Statistics	9
<i>Win more elections than any other union</i>	
ALA Kicks Off Organizing Drive in Atlanta	11
<i>Hub of southern industry made ALA target</i>	
ALA Social Action Committee Moving in West	13
<i>Watts, Bay Area zones of social concern</i>	
Scholarship Finalists Receive Recognition	14
<i>200 awarded set of dictionaries</i>	

A SPECIAL REPORT: On Page 15

Federal Highway Commission
Studies Complete Revision
Of Motor Vehicle Code



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.



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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.) Printed in national and informational editions.



From The

FIELD

Driver Crashes Runaway To Avoid Tragedy

A member of Teamster Local 493 of New London, Conn., averted a major tragedy recently by plowing his runaway truck into an embankment and stone wall to avoid barreling into a busy traffic zone a quarter of a mile away.

Tom Senuta, a 7-year member, suffered bruises but was otherwise unhurt. His rig was declared a total loss.

State police praised Senuta's courage and driving skill in side-stepping what surely could have been a traffic disaster.

Senuta was driving down a 2-mile-long grade when his drive shaft broke and snapped the brake-line. "When I saw the red warning light go on telling me I lost my brakes," said Senuta, "I knew I had to do something to avoid killing myself and probably quite a few other people."

He picked the only reasonably clear spot along the narrow curving road and drove his truck off the road up an embankment and into the wall, uprooting several trees in the process. The drive shaft was found 700 yards away from the accident scene.

Had not Senuta taken the action he did, his frozen foods truck would soon have rushed into a road busy with midday traffic and into a small building at the top of a T intersection.

Teamster Leader Dies in Connecticut

Joseph P. Cleary, secretary-treasurer of Teamster Local 145 in Bridgeport, Conn., since 1946, died recently after being admitted to a hospital as a surgical patient.

When Cleary first took office, Local 145 had 350 members and a dozen contracts with dairies, another half-dozen agreements with bakeries and a few other scattered contracts.

The local union grew through the years until today it has 3,000 members and more than 100 agreements covering a variety of companies employing driver-salesmen, industrial workers and municipal employees.

Radio-Equipped Agents Help Stricken City

When a summer storm knocked out electrical power and telephone service for 15,000 residents of the city of Norwalk, Ohio, Teamster Local 20 of

Toledo moved in to assist authorities.

Using the local union's radio-equipped mobile units, business agents helped supply necessary communication links to assist police and national guard units in maintaining order, providing protections and going to the aid of people in need of food, clothing or shelter.

New York City Local Gives Driver Training

Teamster Local 807 in New York City has inaugurated a tractor training school leading to a Class I chauffeur's license for members seeking to upgrade their job skills.

Classes of weekly duration are limited to 6 men with Joe Marino doing the teaching. More than 200 members have signed up for the course.

Charter Member Retires After 42 Years on Job

Juan Gandara, a charter member of Teamster Local 420 in Los Angeles, Calif., retired after 42 years' work as a driver for Blue Diamond—but continues to be active.

One of his numerous pursuits is serving as president of the Parents Social Club which works closely with other community groups to help youngsters.

Hoffa's Local Plans Expansion Program

Members of Teamster Local 299 in Detroit, Mich., home base for General President James R. Hoffa, have approved a dues increase with the money earmarked for expansion.

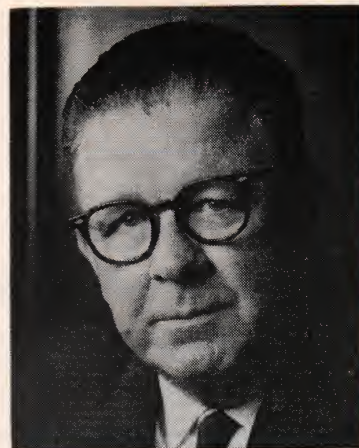
Local 299 will add more room to the local union offices. Also, the members approved purchase of a 637-acre plot of land to be made into a recreation center.

Teamsters' Hobby Is Horse-Handling

Howard Simons and Jerry Manning, members of Teamster Local 554 in Omaha, Neb., work at breaking and training horses in their spare time away from driving trucks at an army ammunition plant.

Simons also enters the competition at Nebraska rodeos and participates in horse shows.

Message of the General Vice President



Proposed Changes in Driver Qualifications

IN THIS ISSUE of the *International Teamsters* magazine, we carry a comprehensive report on proposed changes in Motor Carrier Safety Regulations by the Federal Highway Administration. Every single member of the Teamsters who drives a truck for a living should read this special report very carefully.

If ever there was an occasion when a Teamster should take the time to write a letter to protect himself, it is now. He should write the letter to the Bureau of Motor Carrier Safety, Washington, D. C. 20591.

It seems to us that the proposed changes are based on the premise that public safety on the highway is threatened by unqualified drivers. If this premise is true, then we maintain that the regulations should be made to apply equally to all carriers and drivers employed by or engaged in transportation by common, contract, private, agricultural co-operatives, trip lease agreements, and do-it-yourself types of transportation.

The regulations proposed by the Federal Highway Department do not meet this standard.

In fact, on the matter of who is involved in highway accidents, Teamster drivers lead the list of safe drivers. In 1967, all type of trucks were involved in highway accidents at the rate of 14.3 trucks for each million miles of travel. Regulated for-hire motor carriers, which our members operate, were only involved at the rate of 3.23 accidents for each million miles of travel. The private passenger car involvement rate was 26.8.

The new proposals by the Federal Highway Administration completely ignore the fact that highway safety is directly related to truck engineering design. We are all aware of the recall of motor vehicles by the manufacturers because of mechanical defects and failures.

Also, in a seeming haste to place the entire burden for highway accidents on drivers, the proposed regulations by the FHA ignore the fact that the engineering and design of highways and roadways are important safety factors which cannot be fully exploited for highway safety when cost seems to be the only consideration in highway construction.

To further point up the folly of placing the blame for the high record of roadway accidents on truck drivers, it might be noted that roadside inspections by the Bureau of Motor Carrier Safety field staff during 1968 disclosed that over one out of five (22.3%) trucks, tractors, and trailers were mechanically unsafe and were ordered out of service until essential repairs were made.

In addition to making driver qualifications a great deal stiffer, the proposed regulations place extreme penalties on drivers involved in violations. This is extremely important to professional drivers whose ticket to earning a living is his chauffeurs' licence.

For these reasons, we in the International Brotherhood of Teamsters are extremely concerned about the nature of the proposed changes in Motor Carrier Safety Regulations which unreasonably penalize truck drivers, and completely ignore other major reasons for the slaughter on the nation's highways.

I urge each and everyone of our professional drivers to read the article which beings on page 15 of this issue. Note that anyone can submit comments on the proposed changes to the Federal Highway Administration on or before October 6, 1969.

Let me again reiterate that we in the Teamster are as interested in highway safety as anyone in the country. The record of Teamster drivers proves that we work at the business of safety every day of the year, and more than any segment of society would like to have the highways safe for travel because the highways are where more than one-third of our members work.

We do not, however, subscribe to a premise which erroneously places all the blame for highway accidents on drivers of trucks.

20,000 Workers

Meeting in Washington Brings Agreement To Seek National Contract in Air Freight

LOOKING AHEAD to vast growth in the air freight industry, Teamster local unions with jurisdiction in that area have agreed to seek a national agreement with major air freight forwarders as a supplement to the National Master Freight Agreement which covers trucking.

The decision was made unanimously by officers from 3 dozen local unions conferring with General Vice President Frank E. Fitzsimmons in a meeting at the International Union headquarters in Washington, D.C., last August 20th.

Significantly, a national contract would tend to stabilize the air freight industry which is experiencing growing pains while at the same time facilitate organization of an estimated 20,000 workers.

In the meeting call, Fitzsimmons said it was necessary to know whether Teamster affiliates with jurisdiction in air freight forwarding across the country desired to negotiate a national agreement. A motion for authorization of such negotiations under the provisions of the International Union constitution was okayed after considerable discussion.

Fitzsimmons said he would ask the directors of the 4 Area Conferences to designate representatives for an Air Freight Forwarding Committee to begin immediate negotiations with the companies.

He noted that any contract that is negotiated "will be subject to ratification by majority vote of all members covered by such agreement as required by the International Union constitution."

The decision to go for a national air freight pact, Fitzsimmons added, had the blessing of the General Executive Board of the International Brotherhood of Teamsters which discussed the idea in its last quarterly meeting.

Underscoring the unanimity of the program was the fact that there were Teamster local officers present from every area, along with General Secretary-Treasurer Thomas E. Flynn, International Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, and International Vice President Harold J. Gibbons, acting head of the Central Conference of Teamsters.

Fitzsimmons keyed the meeting in opening remarks to the effect that air freight is on the threshold of enormous growth and is becoming an increasingly vital factor in the general freight industry. At the same time, he noted, there was much room for organization in air freight.

National air carriers in the past year, Fitzsimmons said, have begun to apply for freight forwarder's rights and some have already been assigned the rights. Jumbo jets now under construction will be able to carry 75

autos from Detroit to Los Angeles in less than 8 hours, he pointed out.

These and other factors, said the General Vice President, "make obvious the necessity of an air freight agreement."

He was pleased to say that an initial query to Teamster local unions indicated that more than 95 per cent recognized the need for such a contract and favored it.

In greater detail, Fitzsimmons spelled out the reasons that a national agreement covering air freight forwarders and air freight truckers is important to the Teamsters Union:

1. Most of the industry is unorganized.

A national agreement would facilitate the organization of thousands of employees presently not covered by union contract. This would include not only drivers, helpers and dockmen, but broker and agent operations, office employees, messengers, etc. By including clerical workers, an established relationship would be created to conform with National Mediation Board precedence.

2. The air freight industry is growing fast and offers a healthy potential for increased Teamster membership.

As jet cargo planes increase in size and speed and as new and more efficient ground handling facilities come into operation, air freight becomes more competitive with other modes

Discussing a national agreement with major air freight forwarders in a meeting at the International Union headquarters were General Vice President Frank E. Fitzsimmons, IBT Vice President Joseph Trerotola, director of the Eastern

Conference of Teamsters, and officers and business representatives with jurisdiction in that field. The plan received unanimous approval.



of transportation. Air freight tonnage rises each month. Ton-miles were up some 20 per cent nation-wide in 1968 while revenue ton-miles are expected to jump more than 11 per cent annually in air freight from now through 1973.

A national air freight agreement would make the Teamsters a significant force in the industry when air freight is on the verge of major breakthroughs. At the same time, wages, hours and conditions to be negotiated under such a national contract would complement wages, hours and conditions prevailing in the general freight industry.

3. Major long-haul truck lines are seeking air freight forwarding authority.

P-I-E-, Navajo, Consolidated Freightways and others have been granted such authority. Some 15 other motor carriers have applications pending before the Civil Aeronautics Board for air freight forwarding authority.

This development—which emphasizes the close relationship between air freight and trucking—can provide an opportunity to establish Teamster standards in the air freight industry not only for firms already in the business but for the truck lines just starting to operate as air freight forwarders.

Locals to Seek Company-Wide Brink's Pact

Responding to a call from General Vice President Frank E. Fitzsimmons, Teamster local union representatives with members employed in the armored car industry agreed at an August 20th meeting to seek a company-wide agreement with Brink's Armored Car Service.

Fitzsimmons held the meeting at the International Union headquarters after a preliminary survey indicated an overwhelming desire by the local unions for such a contract.

After considerable discussion, it was agreed that Teamster negotiators working on the Brink's contract would continue ironing out the details while contacting armored car representatives in each of the Area Conferences to bring about a national agreement with the company.

At the same time, since the Teamsters Union has been dealing with the truck lines for years, there is a ready-made opportunity to have them covered under a national agreement together with other, longer-established firms in the air freight forwarding and air freight trucking industry.

4. A national agreement would help achieve a national minimum wage in the industry and act as a stabilizing force.

5. A national agreement also would help to bring into the union the "gypsy" air freight trucking carrier or individual who jeopardizes the economic well-being of established carriers. There are many such substandard operators in air freight trucking.

6. The major air freight forwarders operate nationally and a national agreement would therefore—just as in the case of trucking—match the structure of the industry.

Overseas carriers have plans for landing air freighters at inland cities such as Chicago, St. Louis, Detroit, etc., and making distribution from these cities. It would be unfortunate if labor costs were variable so that carriers could play one area against another for competitive advantage and to the detriment of workers in the affected areas.

7. Finally, a national air freight agreement, by setting up a national grievance procedure, would serve to prevent local disputes from flaring up and seriously affecting the over-all operations of an air freight forwarder.

Another 'First'

Teamsters Gain Pact With Ozark Airlines

Teamster Local 688 of St. Louis, Mo., has signed a 23-month agreement with Ozark Airlines covering teletype operators and related employees.

International Vice President Harold J. Gibbons, also secretary-treasurer of Local 688 and chairman of the Teamsters Union Airline Division, called the contract unique in that it is the first time the Airline Division has organized this job classification.

Retroactive to last June 1st, the contract covers 21 workers in St. Louis, Chicago, and Peoria, Ill., and provides substantial wage increases.

Besides wage gains, the contract calls for a shorter work week, vacation improvements, more holidays, a health and safety clause, shift differentials, and grievance language.

Also negotiated were gains in the health and welfare plan and improved accident, and sick leave benefits.

Shown at contract signing time with Ozark Airlines are (left to right): Seated—James Carroll; John Naber, president of Teamster Local 688; Thomas Grace, Ozark president; Mary Lou Blomeyer of Ozark; Standing—Charlie Hermann, Local 618 business agent; Richard Hannon, Ozark general manager; Charles Mounts, Ozark vice president; John Stone, department head, and Otto Sander, Local 688 business representative.



Skyway Settlements

Top Industry Agreements Won At Pan Am and Western Airlines

THE AIRLINE division of the International Brotherhood of Teamsters has completed negotiations on two major contracts, one for nearly 9,000 clerical and cargo employees & stock clerk-nurses of Pan American World Airways, and the other for some 2,000 mechanics & related personnel and stock clerks employed by Western Airlines.

The settlement at Pan Am was the first contract for clerical and cargo workers there under a Teamster banner.

Previously represented by the Brotherhood of Railway Clerks, the Pan Am workers voted to become Teamster members in an election conducted by the National Mediation Board late last December.

The new agreement, called the "best

labor contract ever negotiated in the airline industry," by IBT Vice President Harold J. Gibbons, calls for a substantial wage increase during the three-year tenure of the contract.

Additionally the agreement provides for a cost-of-living clause.

Other benefits in the agreement include a non-contributory pension, an increase in sick leave, an increase in paid holidays from seven to nine, and for a company financed health and welfare plan.

The new agreement runs until July 1, 1972.

Pan American carries 30,000 passengers a day on some 460 flights, serving 119 cities in 81 countries, using 158 jets and employing some 40,000 workers.

The Pan Am employees ratified the new agreement by a 2 to 1 margin. It

represented the first time in the history of the bargaining unit that the workers had gone to the bargaining table with the strength of the Teamsters behind their efforts to improve their agreement.

Ratification came after a four-day work stoppage.

The contract renewal at Western Airlines brought many improvements to some 2,000 Teamster-members.

This agreement provides for substantial wage increases and improvements in fringe benefits, including health and welfare which provide for dental, optical care and prescription drugs.

Western has operations in 14 Western States, Mexico and Western Canada, and normally carries some 20,000 passengers a day.

Picket signs back up workers' demands in negotiations in two recent airline settlements. At left, Pan Am employees in Detroit display their determination, while photo

right shows airline division officials and employees of Western Airlines in display of solidarity.



Contract Inked

Hollywood Cartoonists Choose Representation by Teamsters

Cartoonists, animators, cameramen and even directors are now under a Teamsters Union contract following negotiations by Teamster Local 986 of Los Angeles, Calif., with 10 independent film companies that make animated cartoons.

Covering 300 workers, the new 30-month contract marked 2 important milestones according to M. E. Anderson, secretary-treasurer of Local 986:

—It is the first Teamster agreement in the cartoon industry;

—It is the first time employees in the industry will receive pensions, health and welfare, prescription drugs, apprentice training and numerous other fringes.

The cartoon workers also gained a substantial wage increase and cost-of-living language in their initial Teamster agreement. Improved grievance and arbitration clauses were also included in the contract.

The cartoon workers came into the

Teamsters Union through a merger of Local 986 and the Independent Screen Cartoonists Guild.

Dotson Bennett, Local 986 business agent who negotiated the agreement with the independent companies, said there was no effort being made to steal members from other unions in Hollywood. "But where there are non-union operations," he said, "we are going to work."

Jurisdiction

The AFL-CIO International Alliance of Theatrical and Stage Employees (IATSE) was quick to describe the Teamster and Cartoonists Guild merger as a threat to long-established unions, yet simultaneously passed off the Teamster inroad as an event of little concern.

For many years the only other Teamster jurisdiction active in Hollywood has been that of Local 399 composed of film industry truck drivers.

Orlando Local Gains 500 In Vote Wins

Teamster Local 385 of Orlando, Fla., has gained nearly 500 new members in a series of representation election victories this summer, according to Paul H. Parker, president of the union. All the ballots were conducted by the National Labor Relations Board.

Parker said the largest win was at Florida Fryers, Inc., of Gainesville, Fla., where 300 workers employed at the chicken wholesale and processing plant were eligible to ballot. Local 385 received 151 votes, the company got 93, and 23 ballots were challenged.

Drivers, dispatchers and mechanics employed by Overland Hauling, Inc., of Ocoee and Brooksville, Fla., a rock and sand hauling firm, voted 51 to 49 for the union. The unit has 110 workers.

Drivers and hourly-rated workers employed by Orange Paving & Construction Co., of Altamonte Springs, Fla., voted 29 to 25 in favor of Local 385. The unit has 58 workers.

Over-the-road and local truck drivers employed by Evans Products Co., of Jasper, Fla., a wholesale warehouse and plywood distributor, voted 10 to 6 in favor of the Teamsters.

Fordham U. Contract



Teamster Local 719 of New York City recently negotiated a 2-year agreement covering some service employees at Fordham University. Shown at the signing of the agreement ratified unanimously by the members covered are (left to right): John J. DeLury, Local 719 secretary-treasurer; Dr. Arlyn Marks, Fordham personnel director; Bro. James V. Kenny, S.J., vice president and treasurer of Fordham; Paul Capsis, chief steward, and Alfred Katz, Local 719 president. Besides substantial wage increases, members gained vacation and sick leave improvements plus two additional holidays.

● Movers Vote

A majority of drivers, helpers, packers and warehousemen employed by Stevens Van Lines, Inc., of Saginaw, Mich., voted for representation by Teamster Local 486 in a recent National Labor Relations Board election.

Flying Tiger Agreement Negotiated

A new 3-year agreement covering flight attendants employed by Flying Tiger Line, Inc., has been negotiated and ratified according to Henry Breen, director of the Teamsters Union Airline Division.

Substantial wage increases and improvements in job condition language and fringe benefits were gained in the contract, Breen said.

Local 822 Adds 300 Members

Teamster Local 822, Norfolk, Virginia, recently added 300 members to its rolls in three recent National Labor Relations Board representation elections in the Seaboard community.

More than 200 Georgia-Pacific fabrication employees in the company's Portsmouth plant cast their votes in favor of Teamster representation. The election brings to 28 the total Georgia-Pacific bargaining units in the Teamsters.

In other NLRB balloting, 54 employees of Turners Express in Norfolk, expressed their preference for Teamsters to present their views at the bargaining table.

By a 2 to 1 margin, drivers for Pepsi-Cola, of Norfolk, okayed a pact negotiated by the Teamsters, according to Lee Brown, Local 822 president.

● In Tacoma

Clyde Wakeman, secretary-treasurer of Teamster Local 313 in Tacoma, Wash., recently was named by Washington Gov. Dan Evans to a 6-member committee that will study state laws applying to representation of public employees.

Sanitation Men Vote For Teamsters

Drivers, helpers and maintenance employees of Joseph Ball Sanitation Service Inc., Blasdell, N.Y., voted for representation by Teamster Joint Council 46 in a National Labor Relations Board election recently.

Jack W. Mathewson, joint council organizer, said the ballot count was 18 to 2 in favor of the Teamsters. The election came about when Joint Council 46 of Buffalo, N.Y., filed a charge with the NLRB against the company and District 50 of the United Mine Workers, charging that the union had signed a contract with the company at a time when it did not represent a majority of the employees.

A trial examiner concurred with the complaint and recommended an election. Prior to the ballot, District 50 withdrew any claim of interest.

January-to-June

Teamster Affiliates Dominate Election Pace in 1st Half '69

Teamster organizers continued to pace the labor movement during the first 6 months of 1969 as International Union affiliates took part in more elections and won more elections than any other segment of the field.

In terms of total union election activity during the 6-month period—ranging from single-union to 2-union and 3-or-more-union ballots—the National Labor Relations Board conducted 3,815 votes resulting in a total of 2,109 union victories of which Teamsters accounted for 584 or more than 28 per cent.

The total number of employees eligible to vote in units won in the various types of elections came to more than 126,000 of which almost

17,000—or better than 13 per cent—elected to go Teamster.

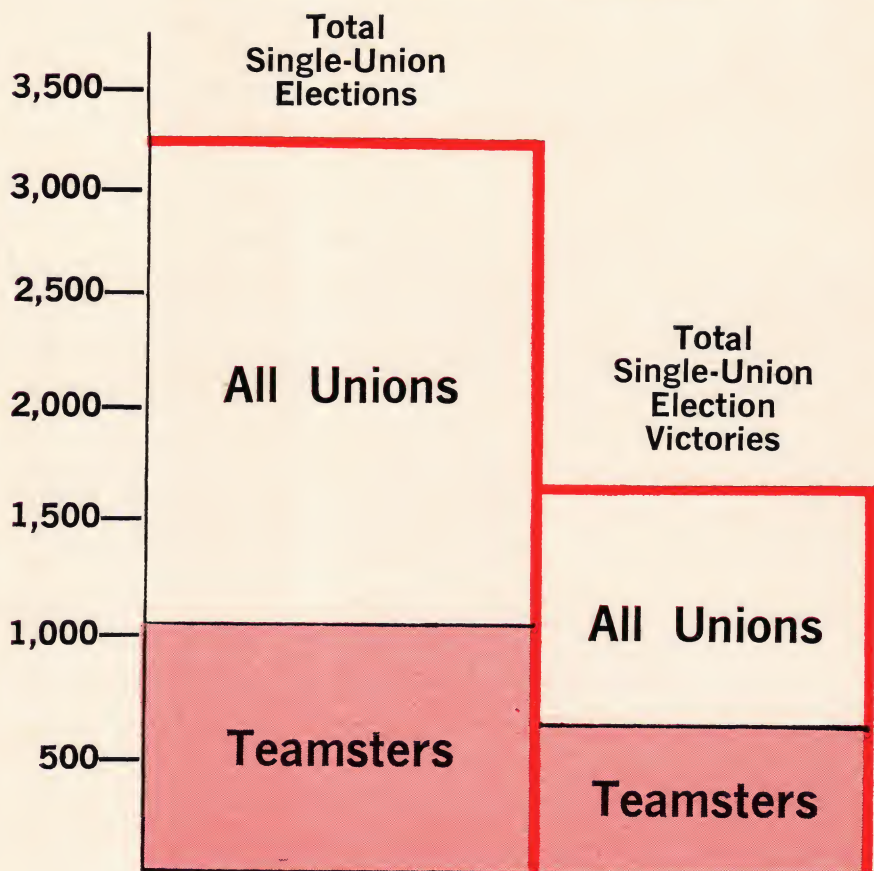
In single-union balloting—traditionally the best barometer of original union organizing activity and success—Teamster affiliates easily outdistanced all other unions.

NLRB officials conducted 3,409 single-union ballots between January 1st and June 30th. Teamsters Unions were on 1,007—or more than 29 per cent—of the ballots.

All unions together were victorious in 1,176 single-union elections. Teamster affiliates accounted for 511 of the wins for an average of nearly 29 per cent.

Single-union victories added 10,704 new members to Teamster local union

January through June, 1969



Source: National Labor Relations Board.

rosters.

In 2-union elections, Teamster affiliates faced off with AFL-CIO affiliates in more than 100 instances and compiled a win score of 50 to 36.

Against unaffiliated unions in 2-union elections, Teamsters posted a score of 18 wins and 15 losses.

Altogether during the first-half of the year, there were only 29 ballots in which workers were faced with a choice of 3 or more unions. Teamster affiliates won 4 of the ballots.

City of Hope To Honor Local Officer

Peter Calabrese, secretary-treasurer of Teamster Local 456 in Elmsford, N.Y., is scheduled to receive the "Golden Torch of Hope Award" at a New York City banquet next October 10th.

The proceeds from the banquet will be used to erect the John Acropolis Research Building at the City of Hope, noted medical center in California. The late Acropolis was a past president of Local 456.

Co-sponsoring the event with the City of Hope are the construction, petroleum, cement, materials and allied industries and associated unions in Westchester and Putnam Counties where Local 456 has jurisdiction.

In the latest month of election activity reported by the NLRB, the month of June, Teamster affiliates continued their blistering pace.

During June, Teamster local unions were on 198 of the 709 single-union ballots (nearly 28 per cent), and won 111 of the total 367 victories in this area (more than 30 per cent).

A total of 2,331 workers were in the units won by Teamsters in the single-union voting, a mark of more than 16 per cent.

● Mobile Homes

Employees of Mondu-Line Industries, Inc., of Kingsbury, Ind., voted almost unanimously for representation by Teamster Local 298 of Michigan City, Ind., in a recent National Labor Relations Board election.

W. C. Jenkins, Local 298 president, said 30 employees of the mobile home manufacturer were eligible to ballot. The vote was 18 to 1 in favor of the union.

The bargaining unit includes maintenance men, assemblers, utility men, plumbers, electricians, carpenters, finishers, drivers and lift truck operators.

● In Canada

Teamster Local 395 of Regina, Saskatchewan, signed agreements recently with 2 Saskatoon companies in

the concrete supply industry.

George McCullough, Local 395 secretary-treasurer, said the contract provides substantial wage increases for 80 members employed by Redi-Mix Concrete Ltd., and Rex Underwood, Ltd.

Workers at the firms went Teamster earlier this year by rejecting their former representative, the Operating Engineers, in a Canadian ballot.

IBT-IAM Locals Join In Organizing

After a lengthy joint organizing campaign by Teamster Local 88 of Long Beach, Calif., and Automotive Machinists Lodge 1484, a National Labor Relations Board election was won by the unions covering 24 employees of the Jack Watkins G.M.C. Truck Distributing Co., in Long Beach.

Richard W. Flynn, Local 88 secretary-treasurer, said the vote was 17 for the unions and 6 against. Flynn said both unions worked hard on the campaign and stressed that this kind "of cooperation by all unions should result in many successful organizing drives."

● Car Rental

Employees of Hertz Rent-A-Car at the Birmingham, Ala., airport voted almost unanimously for representation by Teamster Local 612 in a recent National Labor Relations Board election.

Sam Webb, Local 612 president, said 19 workers were eligible to ballot and voted 18 to 1 for the union. The unit includes rental representatives, counter girls, car hikers, garagemen, and watchmen.

Allied Committee



Working faithfully with Teamster Local 592 of Richmond, Va., in a campaign at Allied Chemical Corp., where there are 2,650 workers, were these members of the in-plant organizing committee (left to right): Front—Buford Bennett, Charlotte Judy, JoAnn Brooks, Jim Morelock, Woodrow Bradshaw; Standing—Everett Brooks, William Tatum, W. A. Hodson, president of Local 592, David Henley, organizer, and Douglas Norris. Local 592 was finally certified to represent the Allied workers after the National Labor Relations Board overruled District 50's objections.

Sometimes You Can't Win For Losing

Teamster Local 572 of Long Beach, Calif., filed a petition with the National Labor Relations Board seeking an election at a company called Superior Chemical. But before the NLRB could set a date for an election, the plant burned down.

ALA Begins Organizing Drive In Atlanta



Looking over a map of Georgia with General Vice President Frank E. Fitzsimmons to pinpoint the ALA organizing campaign are Weldon Mathis (left), Fitzsimmons' executive assistant, and IBT General Organizer William Genoese (right), director of the ALA organizing program.

ATLANTA, GA., hub of southern industry and commerce, has been selected by the organizing committee of the Alliance for Labor Action as the location for its initial campaign to bring unorganized workers into the union fold.

Teamsters Union General Vice President Frank E. Fitzsimmons, co-chairman of ALA and chairman of the ALA organizing and collective bargaining committee, announced the campaign would get underway the week after Labor Day under the

leadership of William Genoese, committee executive director.

Taking first priority in the organizing drive will be the ring of industrial parks encircling Atlanta where an estimated 50,000 workers are employed without benefit of union wages, hours and working conditions.

The organizing program was spelled out for some 200 stewards and officers from Teamster Locals 528 and 728 meeting in Atlanta last August 24th. Weldon Mathis, executive assistant to Fitzsimmons and also president

of Local 728, chaired the meeting at which both Teamster and United Auto Worker officials spoke on the potential of Atlanta and Georgia as an organizing target.

International Vice President Harold J. Gibbons of St. Louis, Mo., led the list of speakers urging the stewards to lend their support in the organizing campaign. He spoke in place of Fitzsimmons who was unable to attend the meeting because of the press of business elsewhere.

Gibbons described the goal of ALA



IBT Vice President Harold J. Gibbons of St. Louis, Mo., spoke to Atlanta Teamster stewards and described the goal of the ALA organizing campaign set for Georgia, particularly the ring of industrial parks surrounding Atlanta.



William Genoese, who will head up the ALA organizing drive from an Atlanta office, discusses some of the details of the campaign with stewards from Teamster Locals 528 and 728. The Atlanta organizing drive got underway the week after Labor Day.

as that of "trying to take the labor movement off dead center."

He noted that while the labor force in the United States has increased in numbers, its percentage of union workers has failed to grow proportionately, "placing us in a weaker position with the employer."

The stewards responded with applause when Gibbons commented that: "ALA wants to go into town after town and industry after industry to organize the unorganized."

He cited the dangers of conglomerates increasing in size and number even while the needs of workers remain unmet in terms of housing, medical care, and other necessities of life.

Historic Move

Gibbons remarked that when Fitzsimmons and Walter Reuther, president of the UAW, put ALA together, "they made an historic move which can be turned into 100 per cent success to make America a much better place in which workers can live."

Genoese told the stewards that Atlanta was selected for the ALA kickoff in organizing after a survey of several major cities. He noted that Georgia has a work force totaling more than 1.5 million workers of which less than 10 per cent are organized—with the Teamsters and UAW accounting for the bulk of union members in the state.

The ring of industrial parks surrounding Atlanta is the first priority, Genoese said. After that goal has been reached, organizing attention will turn to particular industries, then



R. C. Cooke, president of Teamster Local 528 in Atlanta, addressed the stewards briefly to remind them of the importance of the historic ALA organizing program set for the Southland.

runaway plants, and finally to other major communities in Georgia.

Genoese cited, for example, the fact that chemical and paper industries have big plans for expansion in Georgia. Other industries to receive organizing attention will include textile, servicing, and dairy.

The Atlanta meeting was noteworthy also for the fact that it was the first ALA session at which the International Chemical Workers Union (AFL-CIO), newly-affiliated with ALA, had a representative.

J. H. Thomas, ICWU vice president, told the Teamster stewards that his union is proud to be the first to join with the Teamsters and UAW in the ALA effort. He described ALA as "the only solution for working men and women in the Southeast."

Other speakers addressing the ALA

kickoff meeting in Atlanta included: R. C. Cooke, president of Teamster Local 528 in Atlanta; Russell Leach of the ALA; Carroll Hutton, assistant to UAW Vice President Pat Greathouse, a member of the ALA organizing committee, and Wiley A. Branton, director of the ALA community and social action division.

Besides Fitzsimmons and Greathouse, the ALA organizing committee includes Teamsters Union Vice President Murray W. Miller of Dallas, Tex., director of the Southern Conference of Teamsters, and Ray Schoessling of Chicago, Ill., and Douglas Fraser, UAW executive board member.

A similar stewards meeting was held by the UAW in Atlanta at the direction of UAW President Reuther, co-chairman of ALA and chairman of the ALA community and social action committee.

First to Affiliate

ALA Welcomes Chemical Workers

Teamster General Vice President Frank E. Fitzsimmons and United Auto Workers President Walter P. Reuther have welcomed the International Chemical Workers Union AFL-CIO as an affiliate of the Alliance for Labor Action.

In a joint statement, ALA co-chairmen Fitzsimmons and Reuther said the addition of the 110,000-member ICWU to the ALA ranks will be "both productive and mutually beneficial."

The affiliation brings to nearly 4,000,000 the number of union members dedicated under the ALA banner to organize the unorganized and work creatively to the betterment of workers in the area of community and social action.

Thomas E. Boyle, president of the ICWU which is headquartered in Akron, Ohio, said the action of his union's executive board in late August fulfills a 1968 convention mandate and "expresses our union's deep commitment to join the ALA in the common effort to find new ways to respond to the enormous challenges facing the labor movement today."

Boyle said the Chemical Workers were in complete accord with the



Playing prominent roles in the stewards meeting at Atlanta were (left to right): William Genoese, executive director of ALA organizing; Weldon Mathis, executive assistant to General Vice President Fitzsimmons and also president of Local 728; Wiley A. Branton, executive director of the ALA community and social action division, and International Vice President Harold J. Gibbons of St. Louis, Mo.

ALA argument that the labor movement must again become a dynamic force for constructive change in American society.

He paid tribute to ICWU's late president Walter L. Mitchell for his "early recognition that the ALA was the instrument through which ICWU could make its greatest con-

tribution to its members and to this nation."

Mitchell, who died during the ICWU 1968 convention, and ICWU Secretary-Treasurer Marshall Shafer were credited by Boyle as "providing the inspirational guidance and courageous leadership" so vital to ICWU's participation in this "bold new venture."

Community and Social Action

ALA Moves in Western Area To Aid Poor and Unemployed

Teamster and United Auto Worker officials are moving in the West to implement an Alliance for Labor Action program of community and social action aimed at aiding the impoverished and unemployed.

Some 60 representatives from the 2 unions mapped a program in the first regional meeting of the ALA community and social action division held at Monterey, Calif., in late August.

Better Life

The emphasis was placed on the support ALA can give to the betterment of life for people living in East Los Angeles, Watts, and the San Francisco East Bay area.

Presiding over the session were Teamster Vice President Einar O. Mohn, director of the Western Conference of Teamsters, and Paul Schrade, UAW western regional director.

Better housing, improved schools, greater job opportunities, political education and community participation in governmental affairs were among the projects explored.

Areas of Need

Mohn, who is a member of the ALA community and social action committee, said ALA's immediate intent is to develop community unions. He explained:

"Our job is to coordinate and strengthen programs in areas of need. We intend to use any and all existing organizations, including civic, religious and other established groups, as well as political subdivisions to accomplish our aims. We will serve as a catalyst to bring all organizations into focus on existing problems and get them resolved."



Einar O. Mohn

Irving Bluestone, who represented Walter Reuther, chairman of the ALA community and social action committee, spoke of the need for an educational program to create political wallop on the part of people who are voiceless in governmental affairs. He said if that strength is mobilized and utilized effectively, "the ultimate result will be the unleashing of a political power that will have tremendous impact on government at all levels."

Act for Their Own

Wiley A. Branton, executive director of the ALA community and social action division, told the union representatives that it would be necessary to plan with the underprivileged and impoverished so that "our financial aid and guidance will stimulate them to act for their own benefit."

● Lumber Win

Drivers and yardmen employed by Dubin Bros., Lumber Co., Inc., of Philadelphia, Pa., voted for representation by Teamster Local 470 in a recent National Labor Relations Board election.

William J. Gormley, Local 470 secretary-treasurer, said 11 employees were eligible to ballot. The tally was 8 to 3 in favor of the union.

● Sundries

Clerical workers and warehousemen employed by J&S Distributing Co., Inc., in Los Angeles, Calif., a drug and sundries firm, voted for representation by Teamster Local 572 of Long Beach, Calif., in a recent National Labor Relations Board election.

Jack D. Cox, Local 572 secretary-treasurer, said 30 workers were eligible to ballot. The vote count was 18 to 7 in favor of the union.

Safe Driver Retires In Connecticut

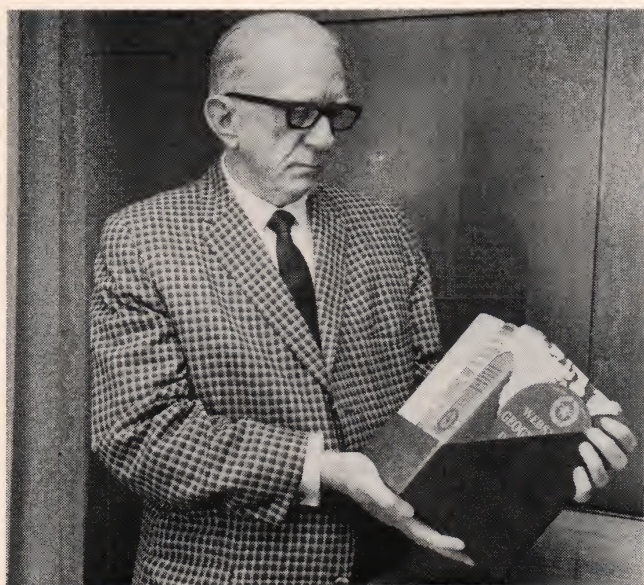
Martin J. Rester, a Teamster nearly 35 years, retired recently after driving for more than 36 years without an



accident for Adley Express Co. Rester joined Teamster Local 671 of Hartford, Conn., in 1935 and transferred to Local 493 in New London, Conn., following army service during World War II. Still a young 57 years of age, Rester is now receiving a pension from the New England Teamsters and Trucking Industry Pension Fund.

Recognition

Hoffa Scholarship Finalists Get Set of Dictionaries



General Secretary-Treasurer Thomas E. Flynn displays a three-volume set of Webster's reference works presented to 200 finalists in the 1968-69 James R. Hoffa Scholarship Fund competition.

TWO HUNDRED sons and daughters of Teamster members throughout the nation, who were finalists in the James R. Hoffa Scholarship competition, have been presented with a three-volume set of dictionaries in recognition of their scholastic achievement.

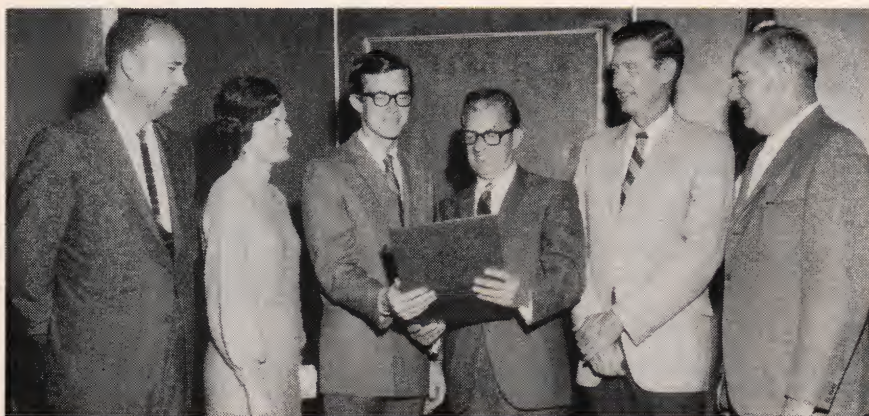
To be selected as a finalist, a student must rank among the top 50 competitors in his area conference.

The three volume set consists of Webster's 7th New Collegiate Dic-

tionary, Webster's Biographical Dictionary, and Webster's Geographical Dictionary.

Working with educators, General Vice President Frank E. Fitzsimmons and General Secretary - Treasurer Thomas E. Flynn selected these dictionaries as texts that would be of assistance to these young people in their future studies.

In addition to the books, each student has received a certificate attesting to his scholastic abilities.



Shown at a James R. Hoffa Scholarship presentation made as a supplementary award after an earlier recipient had to withdraw are (left to right): Jack Cox, secretary-treasurer of Teamster Local 572 in Long Beach, Calif.; Mrs. Geraldine McCutcheon, the winner's mother and a member of Local 572; Michael McCutcheon, 18-year-old winner of the grant; Ted Merrill, Joint Council 42 president; John McCutcheon, winner's father; Tom Weems, the youth's student counselor.

Local 572 Member's Son Gets Scholarship

The selection committee of the James R. Hoffa Scholarship Fund has named Michael C. McCutcheon of Long Beach, California recipient of a 1968-1969 James R. Hoffa Scholarship grant of \$6,000.

The supplementary award was announced by the James R. Hoffa Scholarship Fund following the withdrawal of one of the Western Conference area recipients previously named.

Representing the Western Conference of Teamsters, Michael is the son of Long Beach Local 572 member, Mrs. Geraldine R. McCutcheon. He plans to major in astronautical engineering at the University of California following his graduation in third place in a senior class of 945 at Woodrow Wilson High School of Long Beach.

Selection Committee

The Selection Committee, Dr. Charles A. Lyons of Howard University; Mr. Joseph Y. Ruth of George Washington University; and Mr. Joseph Chalmers of Georgetown University, Directors of Admissions of their respective institutions, considered applicants on excellence in scholastic aptitude, high school grade average, rank in class, honors and awards, participation in extracurricular activities and counselors recommendations.

Eye Toward Space

Michael is a National Merit Scholarship Finalist. He has received the Southern California Industry Education Council Medallion Award and has been a member of the National Honor Society and the California Scholastic Federation. In addition to his classroom schedule at Woodrow Wilson High School, McCutcheon was Vice President of the student body and editor of the school newspaper. During his vacation summers he worked and acquired an appreciation for manual labor as a day laborer.

In college, he will continue to expand his exemplary study in the fields of science and mathematics with the hope of taking an active role in the United States Space Program after graduation.

Federal Highway Commission Revising Driver Qualifications

A complete revision of the Motor Carrier Safety code for commercial motor vehicle operators engaged in interstate or foreign commerce is currently being studied by the Federal Highway Administration.

The proposed regulation would spell out qualifications and standards for commercial drivers on the basis of their professional competence as well as organic and physical examinations plus an evaluation of their emotional patterns and mental attitude.

Part 391, "Qualification of Drivers", of the federal Motor Carrier Safety Regulations, would be re-written in five general classifications:

1. The testing and recording of the service, experience and qualifications of professional drivers. (Information relating to experience in driving, prior employment, skills, accident experience, status of driver's license.)
2. Minimum driver physical condition, tightening existing regulations by including language relating to "high risk" medical categories and minimal knowledge of equipment and its use.
3. Continued on-the-job surveillance of drivers. (Includes annual review of driver's driving record.)
4. Regulatory requirements for removal from service drivers who are "too great a risk" to the interest of public safety.
5. Revisions of editorial nature.

For the most part the regulations—old and proposed—are very general and are designed primarily to force those who employ drivers to be aware of the current qualification, condition and fitness of the drivers through re-

Write That Letter

Your comments on the proposed changes in the Motor Carrier Safety Code should be sent to the U.S. Department of Transportation, Federal Highway Administration Bureau of Motor Carrier Safety, Washington, D. C. 20591.

Also, send a copy of your letter to your state's two senators and to the congressman from your district. Do it now.

quiring recordkeeping. The ICC periodically reviews the records of employers on drivers and can force an employer to cease using a driver who is disqualified under Motor Carrier Safety regulations. Enforcement is obtained by the application of injunctions, cease and desist orders, fines and civil forfeiture. Minimum fines run at \$100/violation/day up to a maximum of \$500/violation/day.

The regulations require medical examination, testing of skills and equipment knowledge, disclosure of driving record and investigation of a potential driving employee's employment history and safety record by a potential employer. The regulations further require that the employer keep a current and complete file on professional drivers. The requirement of the regulations set out in this paragraph are not new; they have been a part of the existing law for some time. What is proposed at this time is a broadening and tightening of the requirements.

Revisions relating to the 1st cate-

gory propose that a carrier test a prospective driver relative to his capacity to use the equipment necessary on his job. This testing includes both written and a driving or road test. (A certificate or license from State authority issued after written and driving test will obviate the necessity of test by Carrier.) The results of this initial testing as well as subsequent testing and information from annual reports made by the drivers as required by the proposed regulations are kept in the driver's permanent file.

The changes under the 2nd category require that as a qualification of employment as a driver that a person can by reason of experience and training insure that the cargo he transports has been properly located and distributed on the vehicle he drives and that a person be familiar with blocking, bracing, chains, cables, boomers, dogs and other methods of securing cargo in or on the vehicle he drives. Within this category also is some new and restrictive regulations relating the physical condition of a driver. The regulations say that no one can drive unless physically qualified to do so and that to be so qualified one must establish through examination by a competent physician that he has not established medical history or clinical diagnosis of diabetes mellitus that requires insulin for control, or has required insulin for control within the last 12 months. (If mild diabetes is in existence and is stabilized by use of hypoglycemia drug and a diet that can be obtained while the driver is on duty it is not to be considered as disqualifying.)

Furthermore, a person is physically qualified to drive a motor vehicle if:

- (1.) He has no clinical diagnosis of myocardial infarction, angina pectoris, coronary insufficiency, thrombosis, or any other cardiovascular disease of a variety known to be accompanied by syncope, dyspnea, collapse, or congestive cardiac failure;
- (2.) He has no established medical history or clinical diagnosis of a respiratory dysfunction likely to interfere with his ability to control and safely drive a motor vehicle;
- (3.) He has blood pressure no higher than 160/90 mm. Hg;
- (4.) He has no established medical history or clinical diagnosis of epilepsy or any other condition which is likely to cause loss of consciousness or any loss of ability to control a motor vehicle;
- (5.) He has no established medical history or clinical diagnosis of rheumatic, arthritic, orthopedic, or muscular disease which interferes with his ability to control and safely operate a motor vehicle;
- (6.) He has no mental, nervous, organic, or functional disease or psychoneurotic disorder likely to interfere with his ability to drive safely.

Changes relating to the 3rd category require that a carrier get from each driver a statement of all traffic viola-

tions once every 12 months, that the carrier consider the acceptability of each driver every 12 months, that a driver have a physical examination every 12 months or after any physical or mental injury or impairment which affects his ability to perform his normal duties.

The proposed revisions within the 4th category are perhaps the most onerous. Under a proposed section called "Disqualification of Drivers" numerous factors which if found to exist would prohibit one's employment as a driver. The disqualification section reads as follows:

(a) A Driver who is disqualified shall not drive a motor vehicle. After December 31, 1969, a motor carrier shall not require or permit a driver to drive a motor vehicle if that driver is disqualified.

(b) After December 31, 1969, a driver is disqualified if—

- (1) He has, within the preceding 3 years, been convicted of or forfeited bond or collateral upon any one of the following charges:
 - (i) A felony, the commission of which involved the use of a motor vehicle;
 - (ii) A crime involving the manufacturing, knowing possession, sale, or habitual use of amphetamines, a narcotic drug, a formulation of an amphetamine,

or a derivative of a narcotic drug;

(iii) Operating a motor vehicle under the influence of alcohol, amphetamine, a narcotic drug, a formulation of an amphetamine or a derivative of a narcotic drug;

(iv) Leaving the scene of an accident which resulted in personal injury or death; or

(v) Three or more moving traffic violations.

(2) Any license, permit, or privilege to operate a motor vehicle which he has held has been suspended, revoked, withdrawn, or denied and has not been reinstated or reissued by the authority that suspended, revoked, withdrew, or denied it; or

(3) He fails to comply with the Motor Carrier Safety Regulations of Hazardous Materials Regulations of the Federal Highway Administration.

The weakest part of the whole proposed revision seems to be that portion which disqualifies a driver for conviction or forfeiture of bond in connection with 3 "moving traffic violations" over a period of three years. The weakness comes from a failure to distinguish between one moving violation and another. The disqualification is absolute and automatic with no consideration as to whether the three violations were minor infractions or gross violations evidencing a disregard for the safety of others.

The three violations provision makes no allowance for procedural safeguards in determining whether a professional driver is deprived of his livelihood or not. There is no definition provided for the term "moving violation," and "moving violation" means different things in different states.

Copies of the proposed regulations can be obtained from the United States Department of Transportation, Federal Highway Administration Bureau of Motor Carrier Safety, Washington, D. C. 20591.

These regulations have not been adopted at this time. Anyone can comment on them and one should contact the Bureau of Motor Carrier Safety at the above address if any suggestions are to be made. Comments and suggestions will be accepted and considered until Oct. 6, 1969.

Visit U.S.S.R.



Officers from five different Teamster local unions were among a group of trade union representatives from several different international unions that visited the U.S.S.R. recently. Teamster officials shown with Valdimir K. Konnov, president of the Automobile, Transport and Highway Workers Union of the U.S.S.R., are (left to right): Steve Kingston, president of Local 522 in Jamaica, N.Y.; Konnov; Willie Jones, Local 522 trustee; Sam Krieger, recording secretary of Local 239 in Little Neck, N.Y.; Harold Wolchok, secretary-treasurer of Local 917 in New York City; Ben Merker, secretary-treasurer of Local 102 in Newark, N.J.; and Michael Ardis, president of Local 945 in Paterson, N.J.

Members Participate In Training

Several members of Teamster Local 149 in St. Paul, Minn., participated recently in a day-and-a-half training program conducted by the Organized Labor's Employment Opportunity Program.

Sessions were devoted to developing an awareness and understanding of the problems, prejudices and attitudes that are obstacles to productive employment for the job disadvantaged. Afterward, the participants were to be assigned by their employers to work with job disadvantaged persons on a one-to-one basis supplying the necessary supportive services to assist in job retention.

Local 149 members taking part included: Frederic Lackner, James Kaufenberg, Douglas Farber, Willard Cecchi, Glen Hurlburt, James Van Pelt, Francis Smith, Silvio Lafontaine, Florence Fritz and Norbert Tavis, all of the Montgomery Ward unit.

● Jersey Win

Drivers, helpers and warehousemen employed at the Colonial Moving & Storage Co., Inc., in Hackensack, N.J., voted for representation by Teamster Local 418 of Garfield, N.J., in a recent National Labor Relations Board election.

Joseph Tarantino, Local 418 secretary-treasurer, said the vote count was 8 to 7 as every eligible employee cast a ballot.

Albuquerque Drivers Win At Rodeo

Three members of Teamster Local 492 in Albuquerque, N.M., recently were first-place winners in the New Mexico Motor Carriers Assn., truck rodeo.

Glenn B. Jones, Local 492 secretary-treasurer, said Larry Santiago, employed by I.C.X. won the straight truck championship, Joe Montoya of Yellow Freight Systems captured the 3-axle crown, and Richard Orozco, also of I.C.X., won the 4-axle title.

Co-Workers Aid

Night School Nets Degree For Persistent Teamster

Among the hundreds of thousands of college graduates this summer was a balding, portly, 49-year-old brewer who graduated from Queens College in New York City.

George Kirschner, an employee of Schaefer's Beer, disproved the adage that "you can't teach an old dog new tricks" as he completed his course with honors. He has been a member of Teamster Local 3 in New York City since 1949.

Entering college in early 1964, Kirschner attended night school through the months while he continued working in the Schaefer brewery. When asked how he was able to maintain the schedule and work at the same time, Kirschner explained:

"I could never have done it without the cooperation of the men in my department who swapped shifts and adjusted their personal schedules in order to guarantee my attendance at school. It was a fine example of the brotherhood that exists among brewery workers."

So in a sense, Kirschner's brother union members shared his academic success which included graduating

magna cum laude in his special field of American history.

Through the years Kirschner also received various awards and honors, including one for outstanding achievement in the field of American history—the selection being made from the entire graduating class, both day and evening.

Discussing his future plans, Kirschner says there is a need to make the youth of America aware of the struggles of the labor movement and its contributions to both the economic well-being and the personal dignity of the working man.

"In these lean days for the labor movements," says Kirschner, "it becomes increasingly important to preserve the past glories so that the labor movement can draw upon the best in its history when it once again begins to exert its rightful influence on our nation."

Kirschner adds that he hopes soon to be in the classroom as a teacher where he can help keep alive the best traditions of America's labor movement.

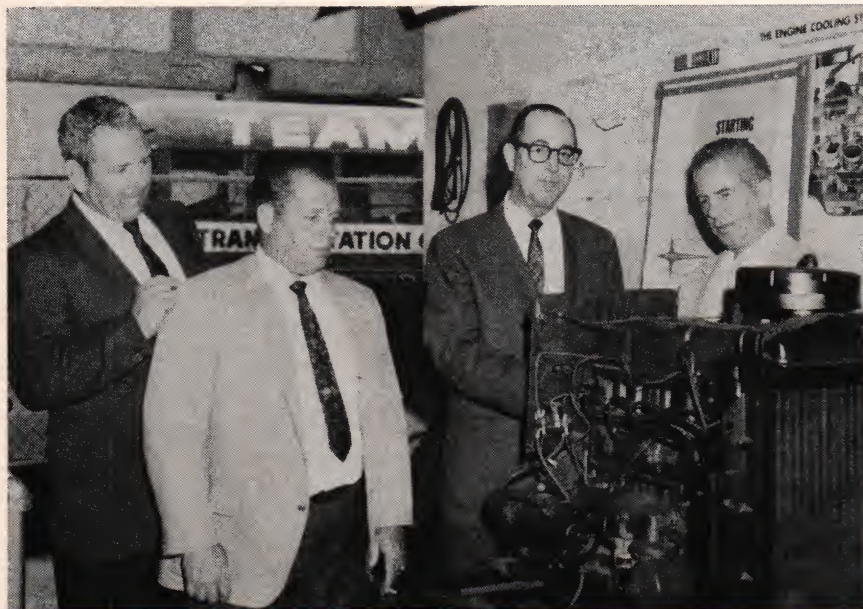
Retirees Feted



Members of Teamster Local 285 in Detroit, Mich., were feted by their employer, the Economy Linen Service, recently upon retirement. Honored were Charles Weckstein, Arthur Fruehauf, Ben Mellman, Charles O'Garek, Al Kohen and Sam Kadushin with a combined total of 159 years on the job. Shown at a banquet are (left to right): Berl Hearshen, toastmaster; Art King, Local 285 vice president; Isaac Litwak, president of Local 285; David Rosen, company president; Fruehauf; Kadushin; Weckstein; O'Garek; Kohen; Norman Rosen and Jack Friedlander, secretary-treasurer of the company. Mellman was absent.

Considering Plan

Midwestern Teamsters Visit TOP Program on West Coast



Visitors to Teamster Joint Council 42's TOP training program are shown checking equipment used to teach hard-core unemployables. Left to right: John Robertus, Central conference organizer; Wally Saxum, Teamster Local 974 business representative; Don Sanborn, director of TOP, and Howard Fortier, secretary-treasurer of Teamster Joint Council 32 in Minneapolis, Minn.

Teamster officials from the Central Conference and Minnesota recently visited the Transportation Opportunity Program sponsored in Los Angeles by Joint Council 42 with the idea of perhaps establishing a similar program in Minneapolis Joint Council 32.

Touring the 30,000 square foot facility and training grounds were Howard G. Fortier, secretary-treasurer of Joint Council 32, Wally Saxum, Teamster Local 974 business representative, and John Robertus, Central Conference of Teamsters organizer.

The notion for setting up a similar program in Minneapolis for hard-core unemployables struck Fortier when he read the extensive story on the TOP program in the June issue of *The International Teamster*.

Impressed with General Vice President Frank E. Fitzsimmons' quotation expressing a strong desire to "see a TOP in every Teamster center in the country," Fortier contacted Ted Merrill, president of Joint Council 42, and received an invitation to make a visit to the training center.

Following their tour of TOP, the 3 visitors said they were convinced

of the social significance of the program and its value to the Teamsters Union. They indicated other Minnesota local unions with interests in driving, warehousing and the automotive aspects of the program might also take a close look at TOP.

Fortier, who is also secretary-treasurer of Teamster 974, said the well-organized and growing automotive service industry in the twin cities of Minneapolis and St. Paul has over 2,000 members now and could provide jobs for many more. It was his belief that current cooperation with auto dealers and the Machinists Union in that area would help immeasurably in establishing a TOP program there.

An additional factor indicating the need for some type of formal training program, Fortier noted, is that an estimated 50 per cent of the drivers in the twin cities are expected to retire in the next 6 years.

Don Sanborn, director of the TOP training center, said numerous letters of inquiry have been received from Teamster affiliates and employers since publication of the story in the *International journal*.

● In Oklahoma

Materials warehousemen employed by the Public Service Co., of Oklahoma in Tulsa favored Teamster Local 523 of Tulsa in a recent representation election conducted by the National Labor Relations Board.

Robert K. Lunday, Local 523 secretary-treasurer, said 14 warehousemen were eligible to ballot. They posted 11 votes for the Teamsters and 2 votes for the IBEW.

● Broadcasting

The sales manager and clerk employed by WEVE radio station in Eveleth, Minn., voted for representation by Teamster Local 615 of Virginia, Minn., in a recent National Labor Relations Board election, according to James F. Mancina, secretary-treasurer of the local union.

Thanks Given For Pension By Teamster

Dear Bro. Fitzsimmons:

And to all the Teamsters of the world. I am 67 years of age and retired now due to a bad accident in 1967. All I can say is that I give



thanks to the union for the pension fund which the officers worked to get us. Without the union pension, I would be on welfare or in the poor house.

I owned and drove a tractor and trailer hauling steel and machinery when I cracked up my equipment. It was a total loss but I got a lot of help from the union. All I can say to the membership is be good to the union and it will be good to you.

Fraternally,
Al Baldwin,
Buffalo, N.Y.

Drives 21 Years

Lady Teamster Hauls Wisconsin Bulk Milk

Mrs. Berniece McDonald is the first woman truck driver to become a member of Teamster Local 126 in Fond du Lac, Wis., and has a 21-year accident-free driving record to qualify her for a job with Schaetzel Trucking Co., of Oshkosh, Wis.

Mrs. McDonald hauls loads of bulk milk from cities in the Oshkosh area to Chicago, Ill., 5 days a week. Prior to piloting the milk rig, she hauled steel, fuel, commercial food and livestock starting from World War II.

The lady Teamster first began driving while a student at North Central College in Naperville, Ill. Her father owned a trucking company in Markesan, Wis., and was suddenly faced with a shortage of help when his drivers began entering the armed services.

Mrs. McDonald had to decide whether to continue with her education or return home to help her father in the business. She decided to climb behind the wheel of one of her father's trucks and has been a driver ever since, changing her own tires and at one time even owning 2 of her own trucks.

Mrs. McDonald has a fine safety record and has been cited by the Wisconsin Teamsters Council for 21 years of accident-free driving, the first time a woman has received the honor.

With no intention of ending her truck driving career in the foreseeable future, Mrs. McDonald finds she has to be extra careful in her driving because she is a woman.

As the lady driver puts it, a man's mistake behind the wheel might be quickly forgotten, but a woman driver—all eyes are upon her.

● Goodwill Win

Drivers and helpers employed by the Morgan Memorial, Inc., Goodwill Industries in Boston, Mass., voted overwhelmingly for representation by Teamster Local 82 in an election conducted recently by the Massachusetts Labor Department.

Henry J. Rofo, Local 82 secretary-treasurer, said the vote tally was 59 for the Teamsters and only 2 against. The bargaining unit has 78 workers.

● Donut Win

Drivers and warehousemen employed by Winchell Processing Corp., and Winchell Donut House, Inc., in El Monte, Calif., voted for representation by Teamster Local 276 of Los Angeles, Calif., in a recent National Labor Relations Board election.

T. O. Paulos, Local 276 secretary-treasurer, said blenders of donut mix

Election Pace Set by IBT During July

As usual, the International Brotherhood of Teamsters set the pace in representation elections conducted by the National Labor Relations Board during the month of July.

NLRB records show that Teamster affiliates participated in 197 of the total of 596 single-union ballots—more than 33 per cent. Teamster victories were scored in 108 of the total 336 wins—more than 32 per cent of the total.

Of the 13,362 workers eligible to vote in units won by all unions, some 2,139—or better than 16 per cent—went Teamster.

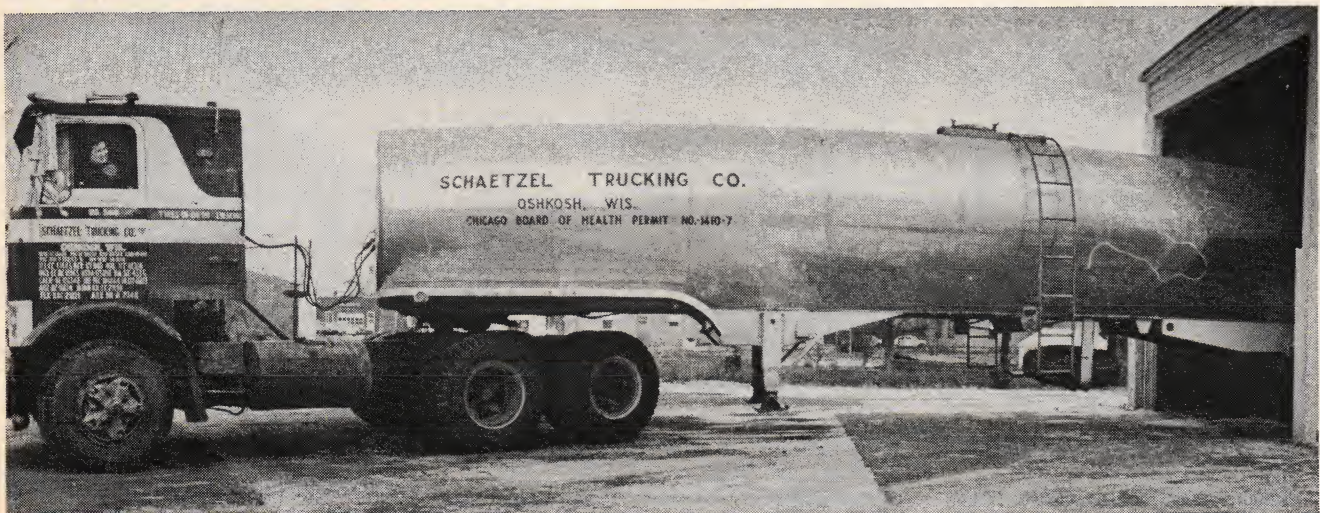
also were eligible to vote in the election held jointly with a B&C local union. The tally was 7 to 4 for the union.

● Plastics Win

Machine operators employed by Gilbert Plastics, Inc., of Chicago, Ill., voted overwhelming for representation by Teamster Local 705 of Chicago in a recent National Labor Relations Board election.

Louis F. Peick, secretary-treasurer of Local 705, said 34 workers were eligible to ballot. They cast 22 votes for the Teamsters and 8 for the Meatcutters.

Mrs. Berniece McDonald, a rare professional woman truck driver and member of Teamster Local 126 in Fond du Lac, Wis., is shown maneuvering her bulk milk hauler. Mrs. McDonald has a 21-year safe-driving record.



Strike Aftermath

Ruling Won in California Over Obstinate Employer

International Van Lines of Santa Maria, Calif., violated the law by firing 3 employees because they participated in a strike and by refusing to reinstate them later after they made an unconditional application for reinstatement.

The ruling made by the National Labor Relations Board was the result of an unfair labor practice charge filed by Teamster Local 381 of Santa Maria, Calif.

In addition to the violation cited, the Board also ruled that the son of the company president uttered certain coercive remarks attributed to his father—who did not deny making the remarks. The remarks were made on the heels of an inquiry into the union sympathies of the employees and clearly identified the son's interest with the interests of his father and the employer. The Board found that the son was acting as a conduit for his father, such conduct being a violation of the law.

Contrary to the examiner, the Board found that International Van

Lines discharged 3 workers for engaging in a strike and refused to reinstate them upon their application for reinstatement.

The case had its origin when Teamster Local 381 opened an organizing campaign in the van and storage industry in the Santa Maria area. The union secured authorization cards from a majority of the International Van Lines workers in an appropriate unit, but did not make a demand for recognition. Instead, the union filed a representation petition with the Board.

Union meetings of employees of all the area companies were held. Thereafter, a strike and picketing commenced at the employer's premises. The company sent telegrams to 3 workers stating that they were being permanently replaced for failure to report to work as directed.

It was concluded by the Board that the employer intended to and did discharge the 3 workers for engaging in a strike. Replacements were found to be temporary and subsequently the striking employees made requests for

reinstatement. The employer refused the unconditional offer of the 3 discharges to return to work.

Accordingly, the discharge of the employees converted what had commenced as an economic walkout into an unfair labor practice strike.

The Board was persuaded that the employer's conduct demonstrated it had completely rejected the collective bargaining principle and its violations could only have had the effect of destroying conditions needed for a fair election.

Since the union represented the majority of employees prior to the discriminatory discharges, the Board concluded that only a bargaining order could adequately restore as nearly as possible the situation which would have existed but for the employer's unfair labor practices.

The employer was ordered by the Board to bargain with the union upon request and also reinstate the discharged men and make them whole for any losses.

● In Arkansas

Production and maintenance workers employed by Southwest Rebuilders, Inc., of Fort Smith, Ark., recently voted for representation by Teamster Local 373 in a National Labor Relations Board election, according to Hoyle Sallis, Local 373 business representative.

The bargaining unit has about 250 members. The vote was 155 to 66 in favor of the Teamsters.

Pittsburgh Picnic

Some 5,000 members of Teamster Local 211 in Pittsburgh, Pa., and their families enjoyed the union's annual picnic recently at which 150 orphaned children were guests. Shown with some of the youngsters are (left to right): Ted Cozza, president of Local 211; Sister Theresine of Holy Family Institute, and Lawrence Getty, Local 211 vice president.



Mediation Service Has Busiest Year

Fiscal 1968 was the busiest year in the 21-year history of the Federal Mediation and Conciliation Service, and an even busier year is anticipated by the agency in fiscal 1969.

The Mediation Service report shows that in the past fiscal year it:

—Took part in more than 700 labor-relations conferences per week.

—Participated in a record 1,322 cases involving "preventive mediation."

—Submitted 8,630 panels of arbitrators at the request of labor and management.

—Took part in 991 public information and educational assignments on request.

The International Teamster

Hot-Under-Collar Boss Loses Discharge Case

An employer who admitted that he was "hot under the collar" at the time he discharged an employee lost the decision in a recent National Labor Relations Board ruling involving Teamster Local 498 of Kansas City, Kan.

The Board affirmed the trial examiner's findings and found that A-Z Manufacturing & Sales Co., Inc., of Independence, Mo., violated the law by firing 2 employees because of their activities on behalf of Local 498.

The union sent a telegram to the company and claimed to represent a majority of the employees. The union requested a bargaining session. The employer immediately called a meeting of his foremen and told them to gather information about workers that might be involved with the union. The foremen were instructed to go out and watch these men."

Without Merit

In the case of one discharge, the examiner ruled that the employer's contention that he had no knowledge of the worker's union activity was without merit. In the case of a second discharge, the company's vice president admitted he was "hot under the collar" at the time he fired the man. It was clear that the firing was a reaction to the union's demand for recognition and not because of the employee's defective work as asserted.

The examiner found that the discharge of one of the workers was motivated by the union activities of the employees as evidenced by the instruction to foremen to fire employees who made mistakes.

A-Z was ordered by the Board to cease the unlawful conduct and to offer reinstatement to the discharged workers and make them whole for any loss suffered as a result of the discrimination against them.

● Freight Win

Drivers, helpers and mechanics employed by Phillips Bros., Warehousing & Distributing Corp., in Baltimore, Md., voted for representation by Teamster Local 557 in a recent National Labor Relations Board election.

Joseph Zappacosta, Local 557 organizer, said 36 employees were eligible to ballot. The vote count was 18 for the Teamsters and 10 against.

Honors Rebhan

West Virginia Local Dedicates New Hall



An oil likeness of the late Frank A. Rebhan stands by the entrance to the memorial hall dedicated in his honor recently at the Charleston, W.Va., local union headquarters.

Teamster Local 175 of Charleston, W.Va., recently dedicated its new meeting hall to be known as "Frank

A. Rebhan Memorial Hall" in honor of the late officer who was the local union's first business agent and served as secretary-treasurer from 1938 to his retirement in 1962.

Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons and appearing as his special representative, gave the principal address on the occasion.

Charter Member

Rebhan was a charter member of Local 175 when it was organized in 1936 and through the years, stated a resolution by the membership, served "loyally, sympathetically, efficiently and diligently, and did further give unselfishly of his time and efforts to advance the welfare of his fellow man."

E. A. Carter, president of Local 175, welcomed the guests for the dedication. Other officers on hand included: Kermit Harris, vice president; McDonald Smith, secretary-treasurer; A. Harold Moore, recording secretary, and trustees Raymond Rucker, Thomas Fisher and C. D. Uhl.



Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons, shown as he spoke at the dedication of the "Frank A. Rebhan Memorial Hall" at Teamster Local 175.

In Southwest

Indian Aid Program Springs From Teamster's Compassion

When Edgar Thomas, a member of Teamster Local 542 in San Diego, Calif., and the load of food and clothing he was driving were met by barefooted Indian children in the Arizona snow last winter, a determination was born in the Teamster to do more than he had already done for the needy people.

Thomas on an over-the-road run weeks earlier had recognized the plight of Hopi and Navajo Indians in Arizona and had inspired a collection campaign. Thus when he made his first trip back as a relief "angel" of sorts, his rig was filled with 46,000 pounds of food and clothing.

The warm welcome given Thomas inspired him to form Southern California Indian Assistance Inc. It is now a full-blown organization with a rummage store located in Chula Vista, Calif., a dedicated committee of volunteer workers, and some timely support from Gordon and Don Cantlay of Western Gillette plus civic, fraternal and other union groups.

There are two fundamental goals of Thomas's organization: First is a con-

tinuing program of distribution of food and clothing sorely needed by the Hopi and Navajo Indians; second is a program of self help by training Indians in off-reservation and on-reservation pursuits.

An example of a recent project was the maintenance of a booth in the San Diego Fair where Indian handicrafts, lore, music and culture were demonstrated as a means of soliciting support for the Indian assistance organization.

Thomas in his efforts to persuade others to join with him in this good cause, points out that as a voluntary thing the Indian assistance program is dependent upon "people power." He says, "This means people willing to give of themselves, their time, their money and their materials."

Thomas is quick to point out that Indian assistance is not a charity, adding: "American Indians have too long been subjects of degrading charity without respect. We can learn a lot from these truly proud, but forgotten Americans."

Response to appeals for support

have been outstanding, according to Thomas. Western Gillette has provided long haul rigs for trips to the reservations and bobtails for city pickups of donations. Marrow Trucking and Brake Trucking have done likewise.

Blackie Norman, Local 542 business representative, has served as transportation representative and has worked hard at getting volunteer Teamsters to drive during weekends.

The rummage store was provided rent free and has been a source of income through the sale of donated items that cannot be used on the reservation like electrical appliances, high heeled shoes, etc. The funds go to support the training programs.

But still more help is needed to meet the expenses of telephone service, truck fuel, permits, printing and so forth.

Thomas says the next relief trip to the reservations is planned for the week before Thanksgiving. Needed are canned foods, clothing—especially baby clothing—and medical supplies.

Boston Driver Awarded Pasteur Medal

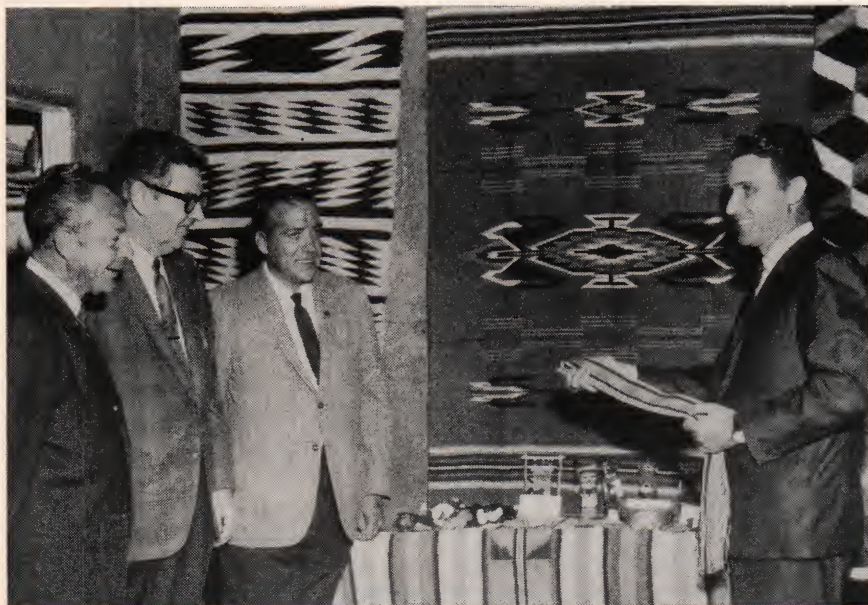
Howard A. Coleman, a member of Teamster Local 380 in Boston, Mass., recently was named the winner of the 1969 Pasteur Medal for heroism which is given annually by the Milk Industry Foundation representing milk processing companies across the nation.

Coleman was working as a special delivery driver for the Whiting Milk Co., in the summer of 1968 when he saw an automobile that had gone off the road and part way up a steep hill before lodging between a couple of large trees.

Coleman stopped to investigate and by the time he got to the car it was on fire. Since the trees prevented his opening the doors, Coleman broke a window to get to the occupants—a woman and two small children aged 7 and 6.

The Teamster removed the youngsters to safety first and then returned to the blazing auto to extricate the mother who was injured and unable to move. The mother told him an infant was still in the car and Coleman returned to rescue a 10-month-old baby.

The auto exploded a few moments after Coleman had removed the family to safety.



Edgar Thomas (right), president of Southern California Indian Assistance and member of Teamster Local 542, explains the meaning and significance of a hand-made Navajo ceremonial sash to (left to right): Jordan Bellesi, San Diego Western Gillette terminal manager; Jim Barham, secretary-treasurer of Local 542, and Blackie Norman, Local 542 business representative.

In Construction

Corporate Giants Muster Anti-Union Master Plan

LIKE A MUSHROOM springing up in the summer heat, a new anti-union device has been created at the highest level of industrial management in such a quick, quiet manner that organized labor has yet to feel the first shock wave.

But the shock is sure to come. It will be centered in the construction industry where every craft union, including the Teamsters, has jurisdiction.

There has yet to be a public announcement of the creation of what is to be known as the "Construction Users Anti-Inflation Round Table."

Insiders, reports the *Wall Street Journal*, refer to it as "Roger's Round Table" because the driving force behind the plan is Roger Blough, retired chairman of U.S. Steel Corp. Blough first gained widespread public notice when he tangled with President Kennedy over steel price hikes a few years ago.

Giant Combines

Blough reportedly has been contacting top corporate executives of giant industrial combines in recent weeks to set up a loose alliance of corporations sitting at the round table.

General Motors Corp., General Electric Co., Dow Chemical Co., and a hundred other of the largest firms—all big construction spenders—have been invited by Blough to participate in the round table.

The aim is to muster tremendous economic pressure to halt rapid escalation of construction costs across the country, according to the *Wall Street Journal*.

This will be done by stiffening the corporate family attitude toward the needs of its construction schedules and the entire range of collective bargaining in the construction industry.

"To understand the significance of Mr. Blough's group," says the *Wall Street Journal*, "it's necessary to recount the role that big corporations have recently played in the inflationary spiral in construction.

"In their eagerness to expand and modernize, corporations often have pressured builders to avoid strikes

that would delay their new plant projects, even at the price of granting enormous wage increases."

The business newspaper then cited a recent report by the National Association of Manufacturers which stated that in many instances impatient corporate customers "actually undermine the bargaining position of the contractors by their insistence that projects not be delayed by contract negotiation problems."

Such impatience was characterized recently by Labor Secretary George Shultz as a "get-the-damn-thing-done-attitude" which he asserted contributed to soaring construction costs.

Blough's round table will take a more patient stance. It will urge plant builders to resist inflationary wage settlements and furthermore, it will stand behind the contractors.

"Any round table member who breaks the rules of the club by pressuring a contractor into a costly wage settlement, or by providing work, directly or indirectly, for construction union members on strike somewhere

else, would feel the 'collective displeasure' of the round table," explains the *Wall Street Journal*.

While members of the corporate alliance could not actually stop any member from violating the back-the-builders code, it could inflict some pain.

While the corporate giants do great amounts of business with each other, there is no suggestion that orders for business be withheld from any code jumpers. Rather, it would be a matter of honor.

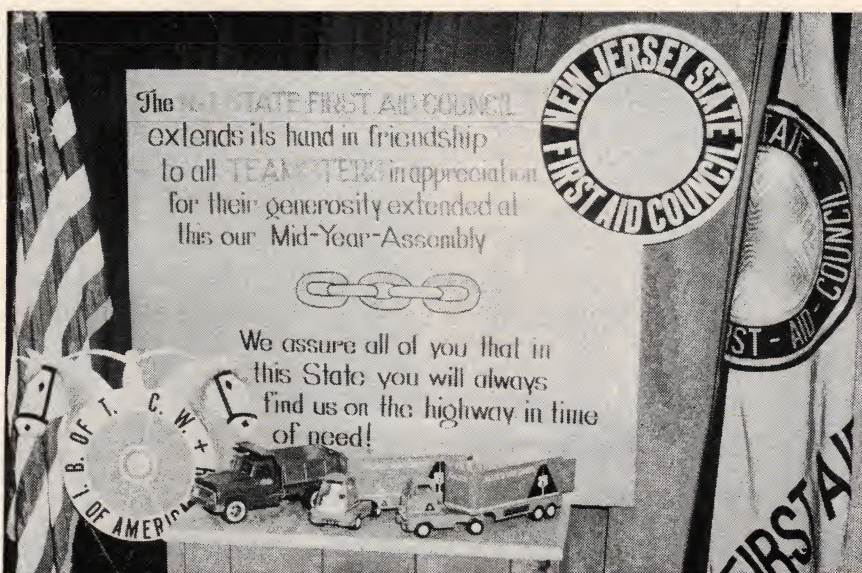
One worry confronting the round table plan is the touchy question of antitrust implications. The group, therefore, is expected to avoid any concerted action that would be considered violative of the antitrust laws.

Antitrust?

"Perhaps to play down the anti-trust question," says the *Wall Street Journal*, "it is expected that the round table will publicly emphasize 'educational and research' functions. The organization is expected to conduct studies of construction labor problems. But, as one insider says, its chief 'educational' function will be to 'educate the chief executives to tell them what they've been doing wrong.'"

Blough reportedly has managed to enlist the construction industry's biggest customers in his program. To get the organization going, he has hired a

First Aid Plaque



Teamster Local 945 of West Paterson, N.J., recently received a plaque from the New Jersey State First Aid Council in appreciation for the use of the local union's facilities for the organization's convention. As the plaque notes, the first aid group extends its hand in friendship to all Teamsters for Local 945's generosity.

full-time executive officer and is expected to open a headquarters office in New York.

Oddly enough, Blough's program moves onto the scene even as a separate but similar construction-cost crusade has started in Pennsylvania. Builders from a 5-state area are banding together to revamp the industry's negotiating system so as to strengthen the builders' bargaining power.

Setting up what is called the Regional Congress of Construction Employers, the builders have established a headquarters in Pittsburgh and signed up some 700 construction firms as dues-paying members.

The RCCE has a goal of shifting construction collective bargaining to a regional pattern—in this case attempting to become the major management bargaining force in all of Ohio, southern Michigan, western New York, western Pennsylvania, and northern West Virginia construction activity.

The RCCE wants to knock out bargaining on a local basis and its first goal is a uniform expiration date for all construction contracts in the 5-state area.

Industry observers predict that undoubtedly "Roger's Round Table" and the RCCE will find themselves pursuing common aims and somewhere along the line join forces to combat organized labor's desires in the arena of collective bargaining.

RTW Group Attacks Union Tax Status

The National 'Right-to-Work' Committee has urged Congress to abolish federal income tax exemptions of labor unions with union shop contracts.

Reed Larson, executive director of the RTW group, asserted that unions should be included along with other private organizations which would be taxed on money spent for political purposes.

"Ironically," said Larson rather peevishly, "although much of the heat on Congress for tax 'reform' has been generated by the nation's untaxed unions, political pressures have prevented the investments of compulsory dues in unrelated business by tax-exempt labor organizations from even being considered during tax reform discussions."

Retirees Get Together



These three photos illustrate what happened when retired Teamsters from Joint Council 42 in Los Angeles, Calif., got together recently at a "Teamster Retiree Open House." In the top photo, Gordon Skinner (harmonica) and Luis Mendoza (guitar) gave a musicale for the benefit of (left to right) Sam De Mattier, Oren Kirtley, Abe Rouband and Lois Sharlein. In center photo, coffee and cakes were enjoyed by (left to right): Matt Gerlenter, Sam Miller, Paul Teitelbaum, John T. Walker of the Los Angeles County Senior Citizens Affair Committee, hostesses Alva Neeley, Helen Skinner and Helene Houston, and Ralph Waters, John Koerner and Jim Culloh. In bottom photo, coffee and conversation were the order for (left to right): Charles Nacarrato, Gay Lillifloren, chairman, Chet Leonard, Herman Frank, Mrs. Kaeraer, Peggy Dodge and Lois Sharlee.

DRIVE REPORT

Education Suffers from Lack of Adequate Funds

DRIVE on the Go



Mrs. Josephine Hoffa, president of National DRIVE Ladies Auxiliaries, and wife of General President James R. Hoffa, keeps DRIVE on the go. She is shown here (seated, left) attending the recent meeting of the Ohio Conference of Teamsters, where she stressed the importance of political and legislative participation to delegates. Shown with Mrs. Hoffa are Mrs. Faye Presser, president of Ohio DRIVE Ladies Auxiliaries, and Miss Helen Lyons, clerk of courts in Cleveland. Standing (left to right) are James Simpkins, executive director of Ohio DRIVE, and Louis Triscaro, vice president of both Ohio DRIVE and Joint Council 41.

Record Number of Handicapped Retrained for Gainful Employment

An all-time record of 241,390 disabled men, women and youths were reabsorbed into the American labor force during the fiscal year ending June 30, 1969 according to Mary E. Switzer, administrator of Social and Rehabilitation Service of HEW.

The rehabilitation program, operated as a partnership of federal and state agencies, has, over the past 50 years, lent its efforts to vocational reapplication of aptitudes to qualify handicapped persons to pursue gainful occupations. A total of 2,300,000 physically and mentally handicapped potential workers have been served by the agency.

The new record shows a growth in service over last year of 16 percent; or 33,470 additional successful efforts. Particular praise was extended by the administrator to the several State Rehabilitation agencies who have consistently increased the number of handicapped workers assisted and returned to employment.

For the eighth successive year, Pennsylvania led the nation with a proud record of having rehabilitated 16,544 persons. California was second with 14,450; followed by Illinois with 13,410; Texas 11,861; New York 10,250, while Florida and Georgia tied with 10,212 each for sixth place.

Senate Action Can Save House Bill

The House Appropriations Committee, presenting the operating budget for the Departments of Labor and HEW for Fiscal Year 1970, omitted or failed to project adequate money for the Office of Education Assistance programs for elementary and secondary education; impacted area subsidies and aid for higher and vocational education.

Representative Charles Joelson, (D-N.J.), introduced an amendment from the floor to add \$922,563,000 to the package appropriation to insure the continuation of the vital assistance, and after four days of debate, the House sent to the Senate, by a vote of 396-16, a Bill calling for seventeen and one-half billions for operation of the two Departments for next year.

Two substantive issues were tacked onto the Bill as riders. The first such amendment called for a prohibition of the use of federal funds for students, teachers or employees who take

(Continued on page 26)

Sleeping Giant

The more than two million member-workers of IBT represent one of every thirty-five people who work in the nation; one of every hundred people in America and one of every eight union members in Organized Labor. Our membership makes us a political force of significance. If we make our views known to our elected representatives, we can enjoy a stable economy; full employment; fair taxes; decent wages and working conditions, and a better America for all Americans.

Money Trends

Administration Official Sees Prices Rising at 5 Per Cent Annual Rate

The nation's wage-earners can expect to do their Christmas shopping with their dollars buying even less than today, according to one of the nation's most respected economists.

William H. Chartener, Assistant Secretary of Commerce for Economic Affairs, made the announcement in a newly released forecast of money trends and directions, in which he called on Congress to take a critical look at projected tax reforms and the effects on continuing spirals of inflation.

A composite index of 'financial indicators', proven in the past to be a valid crystal ball for predicting economic change, was the basis of the Chartener statement that, "we will continue to see price increases at an annual rate of five percent for the rest of the year.

"I do not see any sign of abating of inflation to any significant degree," he responded, when questioned on the effect of the Nixon administration attempt to combat inflation.

Expressing his confidence in the future, however, he emphasized his belief that the administration program would work in time, but that the American people were going to have to display "patience".

Discussing the possible value of the 'Vietnam Peace Dividend' to recharge the economic batteries of the country, Secretary Chartener agreed with White House Aide Daniel P. Moynihan who had earlier stated in the public press that the projected end of the war in Vietnam would not produce any substantial cuts in defense costs which might be applied to domestic programs.

EEOC Head Predicts More Confrontations

Chairman William H. Brown III, of the Equal Employment Opportunity Commission, expects to see continuing confrontations and violence in the coming months as minority factions press their demands on labor and industry for increased recognition.

The recent shutdown of construction projects in Pittsburgh by a group of militants demanding more jobs for minorities was termed by Brown as "a classic" of what is destined to happen in Philadelphia and other population centers where he foresees "even bloodshed", as the minority groups express their dissent to "employment discrimination in private industry, labor unions and employment agencies".

The Equal Employment Opportunity Commission, headed by Brown, a Nixon appointee, is one of the many agencies, boards, committees and departments created to administer and enforce the Civil Rights Act of 1964.

In a press interview, the Chairman indicated that although his aims and goals call for a program of "affirmative action", the commission has been "plagued with deficiencies which obstruct prompt processing of complaints."

"It takes from 18 to 24 months to get the average case initiated and processed," he explained, and added that this time can be as long as six years where it becomes necessary to resort to the Courts. The backlog of cases on hand has now reached almost four thousand. He described a sweeping program of reforms within the commission aimed toward reducing the backlog.

DRIVE With a Smile



Setting an example with a smile of approval, Teamster Local 829 members of Boston subscribe to check-off deductions in support of DRIVE action programs of voter education. The ladies, (left to right) Marie Rose; Lucy Driscoll; Anna Kingman; Helen Driscoll; Mae Murray and Grace DiRusso, each with over forty years seniority, represent 250 years service to First National Stores, Inc., of Somerville, Mass. Reminiscing with Teamster Joint Council 10 DRIVE Director Dave Barrett, their four decades together, the Teamster ladies recalled fondly their early association with John J. Greeley, who became business agent for the local, and later, joined the International staff as Director of the National Warehouse Conference.

Education...

(Continued from page 25)

part in campus disorders or interfere with the operation of a school. The final amendment, sponsored by a Mississippi Congressman, would prohibit the use of federal money to force busing between schools or coerce attendance at a particular school or act to abolish the school system.

Final action on the bill and its amendments will follow conciliatory debate in a Joint House-Senate Committee.

Tax System Is Fraught with Double Standards

Each year when the Teamster-taxpayer totes up his income against the Internal Revenue Service table, he assumes that every other working American pays the tax rates stated in the table, and that those with very high incomes are taxed at the maximum rate of seventy per cent.

This is not the case, according to former United States Senator Paul Douglas.

Senator Douglas cites numerous cases on record of Americans who filed tax returns with adjusted gross incomes of over \$200,000 but paid no taxes whatever. More than a few of these citizens had incomes in excess of \$1 million!!

In one year, of all the Titans of finance reporting a million or more, the paid tax rate was only about 25 per cent. By comparison, most Teamster wage-earners with incomes from \$5,000 to \$15,000 pay an effective tax rate upwards of 20 percent. The very rich can do this because our tax laws allow them to stash great chunks of income into "loopholes".

These loopholes, which reduce tax rates for high income brackets are: One-half of Capital Gains; Interest on State and local Bonds; Unlimited charitable deductions; Farm 'Losses'; and Excess Oil Depletion Deductions.

The United States Treasury Department details an example of a taxpayer with earnings of \$1¼ million, who took advantage of these loopholes to pay only \$383 in taxes. This is about what is paid by a Teamster family of four with an income of \$5,500 per year.

The millionaire declared 'Capital Gains' of \$1,210,000 from sale of property. Only one half of that—\$605,000 was subject to tax, and from that he was allowed to deduct \$588,000 as interest or expenses in making his million. This double-loophole reduced his taxable income to \$17,000. Other standard deductions offset this figure so that he was finally taxed on \$2,386!! His tax bite of \$383 meant simply that ninety-nine point seven per cent of his gross income for the year was tax free.

In plain words, this means the Teamster taxpayer earning \$15,000 and being taxed at a rate around 20 per cent pays a rate five hundred times the millionaire.

According to the law of the land, a wage earner who fails to file a tax return, deliberately does not report income, or falsely claims dependents is guilty of tax evasion and is treated as a criminal.

On the other hand under the same law, it is perfectly acceptable to arrange capital gains income or investments to take advantage of the law to reduce or eliminate taxes. Those who take unfair advantage under the present tax structure are in effect, taking money from the pockets of the average wage earner who is not in that favorable income bracket, and in the words of ex-Senator Douglas, "Any administration that allows certain people to accrue a million dollar income without paying taxes will soon lose support".

Congress is taking a step toward tax reform. However, "much more must be done," says Senator Douglas, "to achieve true equity and to assure that the American taxpayer pays only his fair share of the national tax burden".

Roosevelt On Taxes

"Mr. Justice Oliver Wendell Holmes once said: 'Taxes are the price we pay for civilized society.' One sure way to determine the social conscience of a Government is to examine the way taxes are collected and how they are spent. And one sure way to determine the social conscience of an individual is to get his tax-reaction.

"Ever since 1776 that struggle (to divide fairly among the people the obligation to pay) has been between two forces. On the one hand there has been the vast majority of our citizens who believed that the benefits of democracy should be extended and who were willing to pay their fair share to extend them. On the other hand, there has been a small, but powerful group which has fought the extension of those benefits, because it did not want to pay a fair share of the cost."

Franklin D. Roosevelt
Campaign address at
Worcester, Mass., Oct. 1936.

The most important thing for us to know, and the key point of the tax reform need, is that no 'loophole' can be defended on moral grounds. This issue is most critical at this time of social awareness when our brightest and most studious young people are waving banners of discontent and pointing the finger of shame at this glaring example of dual values in our society.

Cost of Living Jumps Again In July

According to the Bureau of Labor Statistics, America's wage earners are paying out \$12.82 now for the same goods and services they paid \$10 for just 10 years ago.

BLS figures for July, 1969, marked an advance of living costs up five-tenths of a per cent over June, and a jump of five and one half per cent above the same date last year. The Labor Department explained that the increase came "primarily from higher prices for food and services", but added that "practically everything else was up too".

Commenting on the rapid advance as the index rose to 128.2, BLS Commissioner Arnold Chase said: "Based on the June to July increase, prices are climbing at a six per cent annual rate. This year's living cost increases are the highest in 18 years." When asked for a prediction into the future, Chase replied, "I don't foresee any change of direction in price data for July computations; there will undoubtedly be an increase on August prices, but we have no indication as yet what the rate will be."

The majority of price rises in the index are food and household services; however, cigarettes, furniture and cost of home ownership also noted increases during the study month.

Average incomes for wage-earners, according to BLS, were slightly above prior years. However this adjustment, bringing the gross pay of the worker to \$115.44, barely offset the increase in living costs and left the purchasing power of the individual working man virtually unchanged.



SPOTLIGHT ON *Legislation and Politics*



- Manpower Hearings

Hearings are expected to begin in October in both the Senate and the House on President Nixon's plan to overhaul the nation's manpower programs. Subcommittee chairmen, however, anticipate that hearing sessions will spill over into 1970.

- Three-Week Recess

At mid-August, the Senate voted to take a 3-week recess which would bring the Senators back after Labor Day. But not all the solons were in favor of the idea. The vote was 76 to 14 to recess.

- Muskie Moves Up

Democratic state chairmen and national committeemen reportedly favor Sen. Edmund S. Muskie of Maine as the leading presidential candidate for the Dems in 1972. Runnerup choice—former Vice President Hubert H. Humphrey.

- Strikebreaker Opposed

"Because of her strikebreaking activity at the Baltimore Sun newspapers" in 1965, the nomination of Helen Bentley as chairman of the Maritime Commission was opposed by the Greater Washington Central Labor Council. The resolution was sponsored by American Newspaper Guild Local 35.

- Illness and Injuries

Sen. Ralph Yarborough (D-Tex.), chairman of the Senate Labor Committee, told a convention of the Oil, Chemical and Atomic Workers Union recently that on-the-job illnesses and injuries are costing the American economy \$7.3 million a year.

- Foundations and Taxes

Leading private tax-exempt foundations across the country are putting up a strenuous fight against House-approved provisions that would tax their net investment income and prevent them from trying to influence legislation.

- Election Reform

Three or 4 days of intensive debate are expected in the House of Representatives on a proposal to replace the electoral college with a simpler system of choosing the President. At least 4 different plans are under consideration.

- Hatch Act Survey

A survey commission set up by Congress on a bipartisan basis has found through hearings and research that federal employees have scant knowledge about Hatch Act regulations and are generally unsure what they are permitted to do in the way of political activity. They are equally unsure about the prohibitions.

- Court Appointment

President Nixon's second Supreme Court appointment drew praise from conservative southern Senators, knocks from liberals and civil rights leaders. Judge Clement F. Haynsworth of South Carolina was expected to get easy approval from the Senate.

- Funds Squelched

A House appropriations panel quietly killed an Administration request for an additional \$2.3 million to provide a closer inspection of union financial affairs.

- California Turn-Down

The California Assembly's agriculture committee killed a bill to set up a state conciliation service to handle labor negotiations between farmers and workers. The bill was introduced when its supporters came to the conclusion there would be no federal legislation passed on the subject.

● Utility Rate Hikes

Home owners in many areas can expect higher gas and electric bills in the future as more than a dozen utility firms from coast to coast have applied for permission to hike their rates.

If granted by the various states in which the utilities operate, it would mean an additional \$236 million in electric bills and \$115 million for gas.

Utilities claim that their costs are going up and that the rate of return on their capital assets is diminishing.

● Rail Gimmick

Two large food chains—A&P and Acme Supermarkets—have filed a petition with the Interstate Commerce Commission opposing higher rail rates averaging 21 per cent.

The supermarket companies charge that western railroads have agreed to give what amounts to secret rebates to western growers, and that the scheme will cost grocery shoppers some \$8 million extra annually.

A&P and Acme said the growers agreed to support railroad rate hikes in return for the rebates—so-called “market decline payments.”

● Farm Worker Pay

Farm workers continue to remain the lowest paid group of toilers in the nation, according to Department of Labor statistics.

The national average farm wage during 1968 was \$1.43 an hour—without room and board—up 10 cents from the previous year's average.

The figure compared with the production worker's average wage for the year in manufacturing of \$3.01 an hour—an increase of 18 cents over 1967.

● Mobile Home Market

The Mobile Homes Manufacturers Assn., expects total sales of 400,000 units during 1969—a third of all “housing starts” this year.

Edward O. Dickman, president of the organization, said recently the mobile home industry expects a minimum annual growth rate of 15 per cent in the coming years, adding, “We think we will reach the million mark by 1975.”

Last year's sales of more than 300,000 mobile homes accounted for 90 per cent of all single-family dwellings sold for under \$15,000. Says Dickman: “We are satisfying a need that no one else can—a supply of low-cost shelter.”

● Bank Con Job

The banking industry is working overtime to create a false image of the reception by the public of the Truth-in-Lending law that went into effect this summer.

Large marketing chains that depend upon credit installment buying also have joined in the effort saying, in effect, that customers “couldn't care less” about the new law.

Banks claim customers aren't interested in details. A New York City credit manager at one firm was quoted as saying, “It's as if there's no law at all.”

● Fed to Bargain

The Federal Reserve Board announced recently it will recognize and bargain with unions representing its employees.

Some 15,000 non-supervisory employees work for the federal reserve system. The policy change, said the Fed, was intended to “contribute to continued effective employee-management relations.”

The system has 12 district banks and 24 branch offices and is exempt from the National Labor Relations Act, and it also is not covered by the presidential executive order that governs the federal civil service.

● Give-Away Games

The Federal Trade Commission has ruled that gasoline stations and food stores using give-away games for promotion must inform customers of their slim chances of winning a big prize.

Last year's probe, which inspired the ruling, revealed that many games were rigged and others could be “broken” by resourceful customers. Furthermore, all games tended to exaggerate the chances of winning.

● Credit Insurance

Merchants who require customers to pay for credit life, health and accident insurance when they buy products on time are picking their customers' pockets to the tune of \$220 million annually.

This charge was made by Rep. Seymour Halpern (R-N.Y.) when he introduced a bill recently that would give the Federal Reserve Board power to set maximum rates on insurance purchased as part of credit transactions.

Halpern also asserted that businesses encourage insurance companies to set the highest possible rates on premiums, because they receive a kickback in

one form or another of all the premiums remaining after payments of claims and expense.

● Land Speculation

Land speculation is one of the prime reasons for the steadily increasing cost-of-living as suburban housing, shopping centers and industrial plant sites grow in number.

For example, the price of a single acre of land in the vicinity of Houston's Astrodome jumped in the last decade from \$20,000 to a range between \$87,000 and \$220,000.

Acreage in certain areas around Phoenix, Ariz., worth \$3 in the 1940's, now is valued at \$20,000. Land in certain ski regions of Vermont has risen from \$25 to \$2,500 for a given parcel in the past 5 years.

● Recession in View?

The nation's top economists, still very much divided upon the status of the country's economic health, tend to be split on the prospect of a recession.

While those who forecast an actual recession are still in the minority, their numbers are rapidly increasing.

There seems to be general agreement, however, that if a recession does come it will not be too serious and that economic conditions would swing back the other way in a short time.

● 3368 Years Old

A new volume, "Beggars to Kings—The Occupations of Biblical Times," by Walter Duckat, draws on recent archeological discoveries to conclude that trade unionism dates back at least 3368 years.

According to Duckat, during the 14th century before Christ there were already unions of herds-men, fowling, butchers, bakers, coppersmiths and silversmiths, potters and sculptors, houseboat and chariot builders, traders, priests, musicians and even warriors.

● Poverty Level

Census Bureau estimates are that persons living below the poverty level totaled about 25.4 million last year, some 2.3 million fewer than in 1967.

The number of families represented in the figure amounted to nearly 5.7 million, a drop of 700,000 from the preceding year.

Latest government figures place the poverty level for a family of four at \$3,555 in 1968—up from \$3,412 the previous year.

● Polygraph Banned

Pennsylvania is the 12th state to pass a bill banning polygraph tests as a condition of employment. The bill sets a penalty of a \$500 fine and 1 year in jail or both for violation of the law.

Gov. Raymond P. Shafer quickly signed the measure into law which now relegates the so-called "lie detector" to the trash heap so far as hiring methods are concerned.

● American Mobility

The "mobility rate" of Americans has dropped for the second year in a row, according to the Commerce Department.

Between March, 1967, and March, 1968, about 18.8 per cent of the American population 1 year old and over changed residence. The year before it had been 18.3 per cent as compared with a 20 per cent mobility rate during the preceding 20 years.

Newly-weds had the highest mobility rate. Also, the higher the education, the higher the mobility rate according to statistics.

● Highway Safety

Federal officials have tentatively approved highway safety plans of 42 states, Puerto Rico and the District of Columbia.

Eight states, however, have yet to meet federal requirements for traffic safety programs. Unless they do, a portion of their federal aid will be cut off next year. Federal aid for highway safety amounted to \$39.9 million last year.

Congress called for landmark national standards in the Highway Safety Act of 1966. Standards were originally to take effect this year but the deadline was postponed to Jan. 1, 1970.

● Computers and Layoffs

A recent study by New York State discovered that layoffs caused by computer usage were rare.

Installation of computers at 277 firms employing 577,000 workers led to the firing of only 628 workers. Another 2,164 whose jobs were eliminated either quit or retired from the job.

Another 6,503 workers were retrained for new jobs following the advent of computer programs.

● Price Increases

"We will continue to see price increases at an annual rate of 5 per cent for the rest of the year," said William H. Chartener, assistant Commerce Secretary for economic affairs, in a recent news conference.

Chartener added that legislation before Congress—calling for an end of the income tax surcharge next June and granting lower and middle income taxpayers substantial tax cuts—will increase disposable income in the pockets of consumers. "This," he said, "is the stuff of which inflation is made."

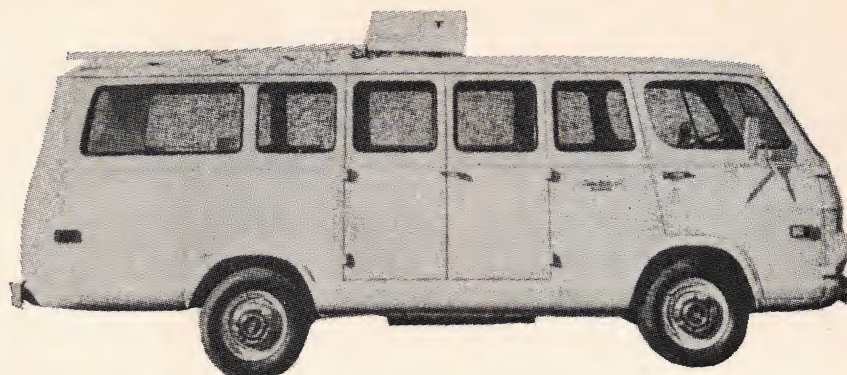
● ZIP Code Facts

The Post Office is proudly reporting that 74 per cent of first-class mail in the United States now is being addressed with the ZIP code included. This compares with 30 per cent when the ZIP campaign first got underway.

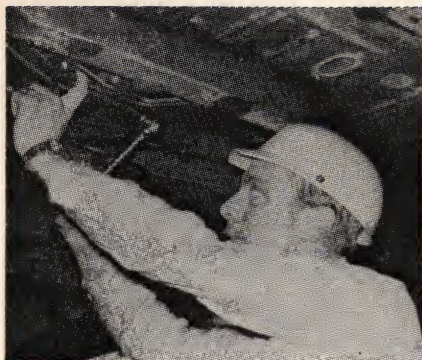
Postal authorities are still puzzled, however, as to why some users of the mail are more ZIP conscious than others. Pittsburgh citizens, for instance, have a 91 per cent ZIP-usage mark while only 51 per cent of the mail users in Jersey City, N.J., include the ZIP number in their addressed envelopes.

A late poll indicates that about 4 of every 5 citizens now know their own ZIP code.

WHAT'S NEW?



Bump Cap



This light-weight plastic cap is not a hard hat. It is designed to protect shop personnel from the bumps and cuts which are so often considered part of the job. It is less bulky and fits closer to the head than the typical hard hat, making it more suitable for working in confined areas. According to its producer, it doesn't stretch or shrink and never needs cleaning. It should prove useful to mechanics, painters, and maintenance men in practically any industry. The cap is equipped with goggles and a plastic shield, to protect the personal glasses of an employee.

Utility Truck



The low-cost utility truck pictured here is designed for street use or rugged off-the-road applications. This model is powered by a 21 horse power, four cycle, two cylinder air cooled engine. The transmission has four speeds, all synchromesh. The

suspension is provided with coil springs and telescopic shock absorbers. The rear suspension uses leaf springs. The steering is of rack and pinion design with a turning radius of less than 13 feet.

Anti-Freeze-Coolant Combination

With cool weather coming on, a young man's fancy sometimes turns to thoughts of his engine's cooling system. A new twist in the anti-freeze-coolant line has been introduced by a major manufacturer which combines the anti-freeze-coolant and anti-corrosion functions with an efficient long life leak sealant.

In laboratory tests, the product has proved effective against radiator leaks which plague drivers during the cold weather season. The product was also tested with "very satisfactory results" by a large metropolitan taxi fleet.

One limitation of the formula is that it can't be used in cooling systems employing a filtering device—since the sealant will tend to clog the filtering screen. This new formula will be offered as the standard line by its producer during this winter season.

Traction Spray

A hardware specialty manufacturer has compounded a spray-on chemical which provides permanent abrasive surfaces for heavily-traveled industrial areas. The compound is a bonding agent which provides permanent adhesion to metal, masonry, wood, painted and tiled surfaces. The compound will not mar the finish of the area in which it is used.

Body Extension

You can add two feet of space to your van with this custom body extender according to its producer. The extension can increase the seating capacity of a standard van from nine passengers to fifteen, and according to the company, it is so carefully detailed and refinished inside and out, that it is impossible to find just where it has been lengthened.

This body extender can be utilized on Chevy, Ford and Dodge vans.

Electrical Connector

Automotive "do-it-yourselfers" very often find themselves stymied by the prospect of tinkering with the electrical system of their auto. Manufacturers have been working constantly in an effort to simplify these systems by making them more easily accessible. One such product is the "snap-on" electrical connector.

The connector is designed to fit any 14 to 18 gauge wires with a conventional pair of pliers. It provides for quick and easy tapping of wires for trailers, boats or accessories. The manufacturer claims that splicing can be completed within minutes and provides a permanent fastening.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Oh Come Now

"What's the matter with your feet?"

"I've got corns."

"Why don't you do something for them?"

"Why should I? They've never done anything for me."

All the Conveniences

A Texas rancher purchased a new Rolls Royce and, a few weeks later, brought the car in for servicing.

"Do you like it all right?" asked the salesman.

"Oh, it's fine. I especially like that glass partition between the front and back seats."

"You do?"

"Yeah, it keeps the cows from licking my neck when I'm taking them to stock shows."

Can't Win That Way

Judge: "Do you want to challenge any of the the jury?"

Defendant: "Well, your honor, I think I can lick that little guy on the end."

Sound Off

We are lucky to be citizens of a country where we can say what we think without thinking.

Run Out of Savings

Trying to sell a housewife a home freezer, a salesman pointed out, "You can save enough on your food bills to pay for it."

"Yes, I know," the woman said, "but you see we're paying for our car on the carfare we save. Then, we're paying for our washing machine on the laundry bills we save, and we're paying for the house on the rent we're saving. We just can't afford to save any more right now."

Safety First

Actually there is only a slight difference between keeping your chin up and sticking your neck out, but it's worth knowing.

Throw the Book Out

A small boy was seen walking along the way sobbing, and was stopped by a kindly young man. "What's the trouble, sonny?" he asked.

"My mother lost her psychology (sob) book, and now she's just using her own good judgment."

On Human Nature

Man is often described as the incurable optimist; he believes he has a good chance of winning a lottery; but it is impossible for him to be involved in an auto accident.

Sound Off

As two old ladies were entering a plane for their first jet ride they singled out the stewardess and asked, "Miss, tell the pilot not to go faster than the speed of sound. We plan to do a lot of talking during the flight."

Mother's Logic

The mother of a co-ed who had been away to school for some time received the following letter from her daughter: "I need \$150 for new clothes. I've had six dates with the same fellow, and I've worn all of the clothes that I brought with me. I must have a new dress for my date with him next week end."

Her mother replied: "Have the solution, dear. Get a new boyfriend."

The Quiet Brush

A rather suspicious housewife was having the rec room in her house painted. She periodically checked the painter to make sure that he was keeping constantly busy. After several irritating inquiries, she once again poked her head through the door saying, "painter, are you busy?"

"Yes ma'am," replied the harried painter.

"Well I can't hear you," she retorted.

"That's only because I'm using a brush and not a hammer."

No Results

As he stumbled dejectedly through the front door home from his first day of kindergarten the youngster was asked, "What did they teach you in school today?"

"Nothing," he replied, "I have to go back tomorrow and try again."

Calling a Spade, etc.

Mac: "Give me that shovel."

Jack: "That snow shovel?"

Mac: "It is so a shovel!"

A Wise Father?

Doctor: "Congratulations, professor, it's a boy!"

Absent-minded professor: "What is?"

FIFTY YEARS AGO

in Our Magazine



Vol. XVI

(From the September, 1919, issue of the *TEAMSTER*)

Number 9

Scope of Unionism Defined At the Request of Member

THE following concise enumeration of the scope of trade unionism has been so often quoted in the labor press that it appears to have lost its identity, or rather, the identity of the man who wrote it. We reproduce it in this issue at the request of one of our readers, adding that it admirably outlines many advantages, not usually recognized, which trade unionism affords:

There is no law limiting the scope of trade unions; neither is there any artificial barrier to check their usefulness, their growth and development. Their functions and beneficence are as broad as the universe, and as protective as human ingenuity can devise. With growing intelligence and the elimination of narrow selfishness, the trade unions can fulfill a mission overshadowing the best and noblest traits of human endeavor and character in the world's progress.

The scope of the trade unions is developing with the growth of organization on a permanent basis; the keystone to the arch of permanency are the protective and benevolent features. What we need is a wider scope, rising above petty selfishness and the apprehension of timid minds. A more perfect organization of labor on a trade union basis is the most stupendous work of modern times; it has no parallel in history. Prejudice, ignorance, selfishness and cowardice are some of the obstacles in the path of progress, which have to be removed.

The scope of a trade union, as constituted at present, embraces many valuable features:

It is a protective organization—it raises wages and prevents reductions; it equalizes wages for equal work performed; it endeavors to secure a living to all. It establishes a minimum wage for common work; it restricts cut-throat and unfair competition.

It is an insurance policy. The co-operative insurance in cases of death and total disability is superior and less costly than the rate charged by the ordinary insurance company,

with a class of high-salaried officials and agents, absorbing excessive premiums. It is mutual, safe and economical.

It is a savings bank. The trade union enables the worker with limited means, and not overburdened with thrift and the habit of saving for a rainy day, to deposit weekly small sums of money in the shape of dues and assessments, which are returned to him when most needed—when sick, out of work, traveling, etc. The deposits being scattered over a large territory, make them absolutely safe; the amount lost by the failure of a few banks does not exceed a fraction of one per cent. The deposits draw interest for the benefit of all members.

It is a legislative body. It plans, adopts and amends a constitution and local by-laws without any interference and advice from outside parties. Mistakes can be rectified speedily whenever necessary. There is no conflict of interests to any appreciable extent; local differences can be adjusted in the interest of the general welfare, viewed from a broad standpoint.

Milk Drivers Win Long Dispute



About three years ago the Milk Wagon Drivers of St. Louis were forced on strike by the dealers in that city, and after a most bitter fight, during which several members lost their lives, the strike was settled with the exception of one company. The Peveley Dairy Company, one of the largest dairies in St. Louis, refused absolutely to do business with our local and continued to run a non-union dairy for three years. Nevertheless Local Union No. 603 kept up a continuous fight against this concern and succeeded in organizing their men over and over again; finally, within the past month, they organized every man in the place, called a strike and settled the next day with a union shop agreement, and from the statements made by the owners of this company there is no danger of Local No. 603 being involved in any controversy with the Peveley Dairy Company in the future. The officers and members of Local Union No. 603 are to be congratulated on the splendid fight they made and the settlement as reached between the local union and its employers.

Flu Attacks Young

At a meeting of presidents of life insurance companies in New York one official stated that from a study of statistics he has reached a general impression that deaths resulting from the Spanish influenza epidemic in this country totaled in the neighborhood of 400,000.

The average age at death of all cases submitted was 33 years. "This new form of influenza," it was stated, "has been taking the young and

vigorous—those whom we expected to undertake much of the world's work. We may say that there is an average economic loss of about 25 years of active life in the case of each of the thousands of deaths from influenza. In the 1889-91 epidemic of influenza the old and feeble seemed most liable to succumb. This condition does not seem to hold now, and millions of the best years of life have been stolen by this scourge."

DRIVE SAFELY

KIDS ARE
BACK
IN
SCHOOL

